



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

10th April 2020

Report of the Head of Human Resources – Sheenagh Rees

Matter for Decision

Wards Affected: All Wards

Implementation of National Joint Council for local government services Circulars

Purpose of the Report:

To seek authority to implement Circulars issued by the National Joint Council for local government services in response to the Coronavirus: Covid-19 emergency.

Background:

Circulars have been issued to Chief Executives in England, Wales and Northern Ireland, dated:

- 6th March 2020 Novel Coronavirus: Covid-19
- 17th March 2020 Covid-19: working at home
- 23rd March 2020 Covid-19: critical workers

- 27th March 2020 Covid-19: general update
- 3rd April 2020 Covid-19: social distancing and PPE

A copy of each Circular is attached to this report. The above circulars provide guidance agreed at a national level between local government employers and the trade unions that represent LGS “Green Book” employees, covering a range of terms and conditions matters in relation to the majority of the Council’s employees.

The circulars provide clear guidance on key terms and conditions matters, of relevance to the situation caused by the Coronavirus Covid-19 emergency. These include pay matters linked to self-isolation, shielding and sickness cause by the Coronavirus, health and safety matters, redeployment and annual leave provisions. By implementing the provisions of these circulars, the Council will be acting consistently with other local government employers and this will support good employee relations which is particularly important at this time.

Financial Impacts:

There will be indirect costs linked to provisions in relation to social distancing, where an employee who is not in a business critical post, who is not required to be in the workplace, but cannot work from home, however work is underway to redeploy any employee in this position who is fit and healthy.

There will be direct costs associated with provisions in relation to redeployment, that where an employee is redeployed to a job of a higher grade, the employee will receive an appropriate pay increase. The additional costs of this are not known yet, but monitoring is in place to capture this information.

Integrated Impact Assessment:

An integrated impact assessment is not required for this report.

Valleys Communities Impacts:

No impacts

Workforce Impacts:

The provisions of the circulars impact on the majority of the Council's workforce.

Legal Impacts:

No impacts

Risk Management Impacts:

This approach reduces the risk of employee relations breakdown.

Consultation:

Trade unions have been consulted and support this approach.

Recommendations:

It is recommended that the Council implements the provisions of the circulars dated 6th March, 17th March, 23rd March, 27th March and 3rd April 2020.

It is recommended that delegated authority be given to the Head of Human Resources to implement the provisions of any further circulars issued by the NJC for LGS employees that relate to Coronavirus Covid-19.

Reasons for Proposed Decision:

To ensure that the Council has clearly addressed key employment issues in response to the Coronavirus Covid-19 emergency.

Implementation of Decision:

The decision will be implemented immediately

Appendices:

Appendix 1 - 6th March 2020 Novel Coronavirus: Covid-19

Appendix 2 - 17th March 2020 Covid-19: working at home

Appendix 3 - 23rd March 2020 Covid-19: critical workers

Appendix 4 - 27th March 2020 Covid-19: general update

Appendix 5 - 3rd April 2020 Covid-19: social distancing and PPE

List of Background Papers:

None

Officer Contact:

Sheenagh Rees, Head of Human Resources, email: s.rees5@npt.gov.uk