

**PPMA Southern & South East Region
Meeting 13 January 2012**

Summary Note

Present:

Nigel Fairburn, Kent County Council (Chair)
Deborah Moon, HR Consultant (Secretary)
Seanne Giddy, Tandridge District Council (joint Vice Chair)
Chris Daltry, Buckinghamshire County Council
Lucasta Grayson, Crawley Council
Ed Howarth, East Sussex County Council
Tony Madden, Bracknell Forest Council
Paul Royel, Kent County Council
Elaine Mason, Kent County Council
Matthew Baker, Surrey County Council
Paul Wiggins, West Sussex County Council
Tricia Palmer, Medway Council
Carol Sharp, Can Do People Ltd
David Erridge, LB of Wandsworth
Robert Cioni, LB of Redbridge
Glenda Bennett, Islington Council
Mary Golden, Experia Solutions
Jim Parrott, Independent Consultant

Speakers:

Lisa Sibley, Employee Engagement Manager, Essex County Council
Martin Rayson, PPMA Vice President
Bill Taylor, DLA Piper
Jonathan Hearn, DLA Piper

Apologies had been received from a number of members who had been unable to attend.

1. Welcome and Introductions

Nigel welcomed everyone to the meeting, including some members from the London Region. Particular thanks were expressed to DLA Piper for kindly hosting the event and to Bill Taylor and Jonathan Hearn for their speaker input.

A warm welcome was also extended to Martin Rayson, PPMA Vice-President, and to Lisa Sibley from Essex CC.

2. Election of Officers 2012

Nigel explained that, in accordance with the PPMA Constitution, it was necessary to consider nominees for and the election of Regional Officers for 2012. He also advised that Ann Cobban, current joint Vice-Chair, had notified him of her intention to step down from this role as she was leaving Bucks CC and returning to Northern Ireland. Thanks were recorded to Ann for her contribution to PPMA in the Region.

The following were nominated, seconded and unanimously agreed by the meeting:

- Chair: Nigel Fairburn;
- Vice Chair: Seanne Giddy;
- Secretary: Deborah Moon.

Tony Madden kindly asked that a vote of thanks to the respective officers for their work within the Region be recorded.

3. Employment Law Update

Jonathan Hearn, Employment Lawyer with DLA Piper, provided an informative and useful summary of and update on the Agency Workers Regulations, with some helpful tips for local authority employers on managing the practical implications of these.

Following Jonathan's presentation, there was an opportunity for attendees to raise questions/seek further clarification on particular aspects of the Regulations.

4. Employee Engagement

Lisa Sibley, Employee Engagement Manager, Essex CC, provided a very interesting and stimulating presentation on her role and that authority's approach to employee engagement. Lisa set out the background context to her work, the Council's broader transformation programme and strategic vision, and the key organisational and HR challenges arising. Lisa invited us to consider what is employee engagement and outlined what it means within Essex. She then described in more detail their "engagement journey", including a number of the specific actions/initiatives taken and progress made.

5. The Employment Value Proposition (EVP)

Martin Rayson, PPMA Vice President, described the project being undertaken by PPMA in conjunction with the LGA and London Councils, to consider the changing nature and context of the "employment deal" and how employers can seek to sustain and enhance employee engagement during these turbulent times. Research undertaken by Edinburgh Napier University with three local authorities had identified the key features which support job engagement and organisational commitment and Martin shared with us some of the outcomes from this. A summary of the project is available on the PPMA website, with a fuller report to come and workshop planned as part of this year's Annual Seminar.

6. HR Benchmarker

Bill Taylor, DLA Piper, presented some of the key outcomes and issues arising from their HR Benchmarker work, providing a range of useful comparative data of assistance to local authorities in managing their workforce activities and costs. Bill looked at a number of areas of HR activity, including data relating to absence levels and HR/employee ratios within different types of organisations.

7. PPMA Annual Seminar

Nigel reminded the meeting that this year's PPMA Annual Seminar would take place in Birmingham on 26 and 27 April. The seminar was being offered at a very competitive price and members were encouraged to attend. Further details of the programme and how to book were available on the PPMA website.

8. Date of Next Meeting

It had been agreed that the next meeting would be held jointly with the London Region and would take place on Friday 18 May. Further details would be available in due course but in the meantime members were encouraged to let Nigel or Deborah know of any ideas/thoughts they had on themes/topics for the meeting.

The meeting concluded with networking over a sandwich lunch.