

**PPMA Southern & South East & London Regions
Meeting 5 October 2012**

Summary Note

Present:

Southern & South East Region:

Nigel Fairburn, Kent County Council (Chair, Southern & South East Region)

Deborah Moon, HR Consultant (Secretary, Southern & South East Region)

Seanne Giddy, Tandridge District Council (Vice Chair, Southern & South East Region)

Anne Nichols, Buckinghamshire County Council

Elaine Mason, Kent County Council

Mari Roberts-Wood, Reigate & Banstead Council

Manjit Sandhu, New Forest District Council

Carrie McKenzie-Lloyd, Medway Council

Emma Chilton, Surrey Police

Carol Sharp, HR Consultant

London region:

Martin Rayson, London Borough of Barking & Dagenham

Susan Martin, London Pensions Fund Authority

Charles Obazuaye, Bromley Council

Suzanne Hudson, LGA

Julian Sivill, London Borough of Havering

Tracey Dennison, Audit Commission

Marj Keddy, London Borough of Redbridge

Selena Lansley, London Councils

Jim Parrott, Independent Consultant

Speakers:

Daniel Hibbert, Mercer

Louise Tibbert, Hertfordshire County Council

Colin Miller, Kent County Council

Apologies had been received from a number of members who had been unable to attend. In particular, Tracey Connage, Chair of the London Region, was unwell and therefore unable to attend. Members wished her a speedy recovery.

1. Welcome and Introductions

Nigel welcomed everyone to the meeting, which was the second joint event for both Regions.

Particular thanks were expressed to Mercer for kindly hosting the event and to Daniel Hibbert for co-ordinating the arrangements and for speaking. Welcome and thanks were also extended to our other speakers, Louise Tibbert, PPMA Lead for Pay and Reward, Colin Miller, Reward Manager at KCC, and to Martin Rayson, current PPMA President.

2. Public Sector Pay and Reward

2.1 Louise Tibbert

Louise's session provided an opportunity to update members on recent/current pay and reward issues and consider the future direction and approach for PPMA. Louise was keen to meet members and hear their views, particularly on what they were seeking from PPMA in this area. Louise was currently developing a policy statement for PPMA and asked what should the Association's stance be, for example, on the Living Wage? In developing any statement, there was a need to take into account a range of considerations, e.g. political, economic and employment, to balance individual organisational perspectives and to consider how the Association could most effectively influence the national agenda. With a challenging economic context and the national pay arena becoming increasingly complex, there was a

need for HR professionals to take an innovative and creative approach. A range of issues were discussed, including:

- the future for the NJC and potential local pay developments;
- the continuing pay freeze and impact on recruitment and retention;
- the implications arising from the Hutton report on pay in the public sector;
- the requirement to develop and publish pay policy statements;
- the impact of pensions auto-enrolment;
- the wider membership base for PPMA and need to take account of other public service sectors, e.g. NHS;
- the broader economic context, and impact of pay practice and employment trends in the private sector, for example, in relation to recruitment and retention.

A number of questions were raised, including:

- how can we best work with other organisations on pay and reward?
- how can we manage the paybill creatively and “sell” the total reward concept to Members and employees?
- what are the implications for talent management and how can we best respond to market pressures?
- how can we balance equal pay considerations with interest and developments in pay “segmentation”?

Given the many challenges faced, Louise highlighted the importance of shared learning and collective thinking, not just in local government but across sectors.

Members raised a number of key pay and reward issues and these were debated, including the pros and cons of local pay bargaining, for example, in relation to organisational capability/capacity, the trade union and political context. It was suggested that the development by PPMA of a toolkit around local pay bargaining would be helpful to members in authorities who may be considering this.

Other concerns centred around affordability, the need to be creative with diminishing resources and the longer term workforce implications arising from this. Martin Rayson spoke about the work PPMA was involved in regarding the Employment Value Proposition (EVP) and how the findings from this can assist members. Further funding had been secured to enable this work to continue and more details of the project can be found on the PPMA website.

Finally, members were invited to email Louise with any questions, views etc (contact details available on the PPMA website).

2.2 Daniel Hibbert

Daniel made an interesting and thought provoking presentation on public sector pay and reward, covering:

- Developing reward strategy – components of a reward system and comparison of reward in the public and private sectors;
- The reward challenge for local government:
 - Linking pay to performance/contribution;
 - Segmentation of reward;
 - Integrating reward with an Employment Value Proposition;
 - Reward to support transformation;
- Current structures and future needs/direction.

2.3 Colin Miller

Colin made an interesting and informative presentation on KCC’s approach to performance management and reward, outlining the changes made, key principles, outcomes achieved and lessons learned. He explained the transition from the Council’s previous pay structure, the revised arrangements for managing pay and progression, the approach to assessing employee total contribution, the challenges for managers and how the Council was equipping them to deal with this. Colin outlined the range of components which made up the Council’s

“Total Reward” approach and concluded with a short demonstration and video of its Reward Viewer, explaining how this was used as a communication and engagement tool to support and promote the range of benefits available and develop employee awareness and understanding.

Both presentations prompted a number of questions and discussion points on the issues covered. A copy of both presentations is available on the Regional page of the PPMA website.

3. PPMA Future Direction and Business Plan 2012/13

Martin Rayson outlined the work and thinking being undertaken by the Policy Board concerning the role of the Association and what it provided to members. Martin explained the three key objectives of the Business Plan, more details of which are on the website, and the actions/initiatives underpinning these. Martin encouraged members to express their views on these issues and to consider how they could become more actively involved in the Association, for example, through the different learning events/activities, interest groups/networks etc.

Following the successful event earlier this year, planning had now started for next year’s Annual Seminar which would be taking place on 18 and 19 April in Bristol (further details, together with other forthcoming events, on the PPMA website). Members were encouraged to attend.

Discussion took place on a number of potential actions to encourage membership, including how members could promote this with fellow professionals in their local areas.

Nigel mentioned that Tracey Connage was seeking volunteers to help with the organisation of the London Region, particularly Vice Chair and Regional Secretary, and members were encouraged to contact her about this.

A copy of Martin’s presentation is on the Regional page of the PPMA website.

4. Date of Next Meeting

Nigel explained that we are keen to ensure our Regional events meet members’ needs/interests and welcomed suggestions and ideas for the future. The opportunity to meet with and hear from Lead Officers was welcomed and it was suggested future events could continue to incorporate these. Interest was also expressed in relation to the EVP work and hearing more about this.

The date of the next meeting was provisionally set for 25 January and further details would be communicated in due course.

The meeting concluded with networking over a sandwich lunch.