

EAST AYRSHIRE COUNCIL

JOINT CONSULTATIVE COMMITTEE (Local Government Employees and Craftpersons) – 29 November 2001

EAST AYRSHIRE GENERAL EMPLOYEE REVIEW (EAGER)

Report by Director of Corporate Resources / Depute Chief Executive

1. PURPOSE OF REPORT

- 1.1** To advise the JCC of progress being made within departments to implement the EAGER process of development review.

2. BACKGROUND

- 2.1** Following the successful piloting of the process within each department, discussions were held between Personnel Services and all Directorates, with a resulting commitment to roll out the process to all eligible employees within a timescale which would reflect priorities.

3. CURRENT POSITION

- 3.1** COMMUNITY SERVICES – reviews for former APT&C employees completed and discussions have taken place regarding delivery to former Manual Workers.
- 3.2** CORPORATE RESOURCES – reviews are complete within Personnel Services, and are on target for completion within IT and Legal & Admin by end of December 2001. Following the appointment of the new Head of Corporate Development and Communication arrangements will be made to extend the scheme to this section thus achieving full implementation of EAGER within the department.
- 3.3** DEVELOPMENT SERVICES – Most former APT&C reviews complete or in progress within Planning & Building Control, Economic development and Roads. All former APT&C employees are therefore involved in the scheme and the extension of the scheme will now focus on former manual employees.
- 3.4** EDUCATIONAL AND SOCIAL SERVICES
- 3.4.1** Directorate staff briefings will be completed by early 2002 and reviews follow thereafter. Community Support have 71 briefed and 47 reviewed, with roll out of briefings to pre-5 currently proceeding. Discussions are taking place regarding Centre Supervisors. The Head of Schools and Head of Social Work are agreeing action plans to roll out briefings. Resource Support managers are arranging reviews for the 55 employees briefed.
- 3.4.2** In recognition of the number of employees and work locations in Educational and Social Services, the Head of personnel will ensure that the department is allocated focussed support from the central Training and Development team to assist with the roll-out of the

EAGER programme and agreement with the trade unions on a realistic timescale for doing so.

- 3.5** FINANCE – All reviews to be completed by end of November 2001, except Systems, which will follow as soon as possible thereafter. However, all employees will be involved in the scheme from the commencement of 2002/03 onwards.
- 3.6** HOMES AND TECHNICAL SERVICES – Following training of managers, the review process is starting during the week beginning 26 November, which will involve 157 office-based employees. The target is for all former APT&C employees to be involved in the scheme from 2002/03 onwards with a timescale for the wider roll-out to former Manual and Craft employees to be confirmed in consultation with trade unions.

4. BROADER TRAINING ISSUES

- 4.1** Consideration of the EAGER process has already impacted on the way in which training is delivered within departments, with specific training needs being identified and related training programmes developed, such as supervisory development within Building and Works, Community Services and Onsite Services. The related training programme has been endorsed by the National Education Board for Managers and Supervisors (NEBS) bringing external credibility to the Council's training programmes and an externally recognised qualification to participants.

5. RECOMMENDATION

- 5.1** The JCC are asked to:
- (i) note the Council's progress in introducing its EAGER scheme; and
 - (ii) ask the Head of Personnel to provide an update report at an appropriate date to a future meeting of the JCC.

Graham Haugh
Head of Personnel

21 November 2001

LIST OF BACKGROUND PAPERS

Nil

Anyone wishing further information on this report should contact Graham Haugh, Head of Personnel on 01563 576092.

AGENDA