

## Staff Consultation Forum Meeting

03/08/2022

**Present:** Anthony Roche (**AR**), Rebecca Webb (**RW**), Ian Couper (**IC**), Emma Jellis (**EJ**), Alice Ashbrook (**AA**), Andrew Betts (**AB**), Louis Franklin (**LF**), Christina Corr (**CC**) Mark Robinson (**MR**) Brenda Downie (**BD**) (Fallon Rumball-Nunan (**FRN – notes**))

**Circulation:** Global

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### 1. Apologies

Dee Levett

### 2. Matters Arising

None

### 3. Launch of Enterprise

The Commercial directorate has been renamed Enterprise. Enterprise will now include Economic Development team as well as adding Tourism. Enterprise are working on many income generating projects, including the successful acquisition of the [Churchgate Shopping Centre](#) in Hitchin.

### 4. NHC update

#### Pay Award 2022:

The annual pay award is negotiated at a national level and earlier this week, the National Employers made a final pay offer of £1,925 on all pay points, which GMB Union and Unison are considering. The offer falls just short of the claim made by the Unions of £2,000 (Or RPI) and the Employers have called for a quick resolution so that negotiations for 2023/24 pay can begin and staff can be paid an increase.

#### Holiday Flex:

The [HolidayFlex](#) scheme has now opened for new applications during August, allowing you to buy additional annual leave. Apply for HolidayFlex between 1 and 31 August and, if approved, the holiday will be added to your annual leave entitlement in September. The cost of the additional leave is taken from your salary through a 'salary sacrifice' scheme and will be spread over six months (October – March).

Reminder that of the newly launched [well@work](#) intranet page focussing on [financial wellbeing](#) and signposting various support available.

### 5. Employee Queries

**Q:** The community engagement team have mentioned that they've had staff from NHC and councillors asking them which department deals with certain issues and who they need to contact within the council.

**A:** Please sign post councillors to the 'Councillor Portal' This will automatically direct them to the correct place. For general enquiries, if you email the Customer Services team, they will be able to allocate this to the correct person.

## 6. IT Update

Details of the IT restructure can be found in [Insight](#).

MR welcomed any questions.

**Q:** Is there an update on docking stations for Buntingford?

**A:** There is a system wide delay with docking stations and being able to require them cost effectively due to the move many businesses worldwide are making to remote working is difficult. As soon as we have the equipment, it will be installed.

## 7. Green Update

*Prepared by Alice Sims*

### **Local Authority Emissions Data 2020**

The Department for Business, Energy and Industrial Strategy has released 2020 local authority level emissions data. This now accounts for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O, and displays overall emissions as CO<sub>2</sub> equivalent. Previously only CO<sub>2</sub> was reported. This gives us a more complete picture of our emissions.

The recently published data also includes two new categories of emissions: agriculture and waste management.

The CO<sub>2</sub>e data for North Herts has been presented on the attached spreadsheet and indicates that Transport (37.6%) and Domestic (29.3%) emissions were the highest contributors to North Herts' overall emissions in 2020, with public sector emissions estimated to contribute 1.8% towards the district's overall emissions.

Positively, the data indicates that overall emissions are continuing to decline over time in every sector. The district's overall CO<sub>2</sub>e emissions in 2020 are estimated to be 656kt. This is lower than 2019 (735 kt CO<sub>2</sub>e overall) and 2018 (743 kt CO<sub>2</sub>e overall). It is evident that 2020 saw a significant decline in emissions from the previous year, compared to the difference between 2018 and 2019. It can be assumed that the impact of the pandemic has had a role to play, and this significant decline may not be consistent going forward.

The data has been published [here](#).

### **HCCSP Solar Bulk Purchase Scheme**

The Solar Bulk Purchase scheme for residents will be launched around the end of August.

### **Review of Climate Change Strategy**

The Policy team are in the process of reviewing the Council's Climate Change Strategy. This includes reviewing the main body of text from the strategy to incorporate suggestions highlighted by Climate Emergency UK at the beginning of the year, producing a document outlining updates against each of the strategy's proposed actions, and adding any new proposed actions going forward.



## **Cabinet Panel on the Environment**

The Cabinet Panel on the Environment met on 20th July to discuss Biodiversity. The Panel received presentations from officer on the HCCSP Biodiversity Strategic Action Plan, and what the council has been doing to improve biodiversity in North Herts. It also received presentations from the community on the Green and Growing Network, and on biodiversity and development. The panel was well-attended and the council was given various ideas by participants as to how we could do more to improve biodiversity.

### **8. Building Services Update**

If you regularly attend the office, we require First Aiders, a small allowance is provided. Please contact Les Davison.

#### Reminder

We have had several complaints about staff not cleaning their desks before and after use.

The desks are not cleaned by the contract cleaners so it is up to all of us to leave them as we would wish to find them.

Cleaning supplies are provided on all floors and replenished regularly

Covid still exists and we need to adhere to Health & Safety policies put in place to protect ourselves, our colleagues, and our colleague's families.

If anyone has any issues, please email these to [propertyservices@north-herts.gov.uk](mailto:propertyservices@north-herts.gov.uk)

### **9. Ideas/Suggestions**

None

### **10. AOB**

None

## **Chair for next meeting – Louis Franklin**

### **Have something to say?**

If you have an issue you think should be brought to the attention of the SCF, please contact any SCF representative via phone, email or in person. They will raise your issue at the next meeting. You will not be identified unless you want to be.

Issues relating to property e.g., broken lift, non-flushing toilets, etc. must always be reported to Property Services in the first instance: [propertyservices@north-herts.gov.uk](mailto:propertyservices@north-herts.gov.uk)

Alternatively, you can send any issues to the SCF inbox - [SCF@north-herts.gov.uk](mailto:SCF@north-herts.gov.uk)

#### **Representatives (and extension):**

**Emma Jellis #4312** - MSU team

**Christina Corr #4325** - Senior Technical Officer Revenues and Benefits

**Andrew Betts #4282** - Contracts Officer Waste Management based at Buntingford

**Alice Ashbrook#4235** - Community Protection Apprentice

**Louis Franklin#4262** – Admin Support Officer