

August and September have been very busy for us all as we have seen children return to school, local restrictions impacting on some of us and our ever-developing plans for new ways of working begin to take shape.

The bulletin this month focusses on some of the work we are developing to support you across a whole host of areas of work, from the role of Covid marshals to how you can support and develop the remote working culture in your teams through the AWARE programme

We also published this week the second newsletter from the WME Elected Member Management Board, which is currently being circulated to all councillors across the region via our Board members and our democratic service network. We aim to raise awareness of our role in supporting councils and to share information of specific interest to Elected Members. You can read it [here](#) and this issue covers the exit cap payments, virtual member development, and details of our inclusion research project – inviting members to share their views with us.

From the WME Leadership Team



HR Support

Public Sector Exit Cap Restrictions

On 8th September we hosted a meeting for Chief Executives in the region to begin to discuss the impact of the Exit cap. The meeting was attended by 27 of our regions chief Execs, with Darren Newman and Jeff Houston supporting the panel with expert opinion. The webinar raised lots of issues of uncertainty – particularly around the changes required to the Pension regulations, the Local Government Exit payments which seeks to amend the discretionary elements of exit pay in local government within the £95k cap, and the options for lobbying to achieve better implementation arrangements for Local Government.

Future activities around this will include a discussion with trade union representatives, a webinar for HR practitioners and a leader / Portfolio Holder briefing session. This will inform our response to the pension Regs and Exit Payments Reform due by 9th November

A link to our article on the £95K exit cap can be found [here](#) along with a legal view from our HR employment lawyer.

Covid Marshals

Following the Government announcement that they will be looking to Local Authorities to engage marshals to support Covid measures without any further clarification on the role, powers or funding, we will be working with HR colleagues to understand what the range of options are for you on this, where you want to have a consistent approach to support you to seek some parity on a regional role profile and pay arrangements and to discuss this with Trade Union colleagues at our first joint Union

engagement forum on Monday 21st September. If you would like to be involved in this please contact l.young@wmemployers.org.uk who will be able to share the details with you and discuss the view from your authority.

Sharing Learning on Local Lockdown

As some of our region moved into intervention measures this week, the Heads of HR meeting hosted a guest speaker from HR in Leicester, discussing the issues they faced when going into additional measures as part of local lockdown, what they found helped when deploying the workforce and managing volunteers and casuals, and where the main challenges were. Although there is much common ground it was interesting to hear where there were differences and the particular issues Leicester had to manage – and how they used support such as marshals locally to work in town centre problem areas. WME continues to support you locally, if you need any specific support with redeployment, shielding or other thorny Covid issues we thought had moved into the background please contact us through info@wmemployers.org.uk.

Schools Zone

With the schools returning the DfE have issued amended guidance to schools on the reporting of Covid cases and the risk process for schools to undertake to ensure pupils are not sent home unnecessarily but that due precautions are taken. The guidance has been shared with your HR schools colleagues but you can read the guidance and access the reporting tool [here](#).

Inclusion Matters – hearing your voice

We are now in week 2 of our work on developing a picture of inclusion in the West Midlands. We have held a number of focus groups speaking to over 100 staff, managers and leaders about the range of inclusion across our region and what their real experience is like, as well as HR colleagues and Chief

Executives to understand the organisation imperative behind inclusion. Thank you to those who have taken part, if you still want to be involved or can contribute please contact us on info@wmemployers.org.uk.

We aim to be sharing the work and our insights report with you towards the end of October, from which we will build a road map to support you to share best practice across the region, develop initiatives which will be effective for your local context.

Organisational Development and Learning Zone

We are pleased to announce the West Midlands Coaching and Mentoring Virtual Conference 2020 is NOW OPEN FOR BOOKINGS:

Conference Theme:

Getting behind the mask – understanding what is going on under the surface that drives our behaviours and culture

Date: w/c 23rd November

Location: Virtual

We are pleased to announce that we are now taking bookings for this year's West Midlands Coaching and Mentoring Virtual Conference. We have created the conference over a number of days, giving a great opportunity to fit in sessions around other work duties.

We have already had people telling us they will miss the excellent conference food as this year's event is virtual, but they were pleased to see that the virtual event provides access to more sessions and expert speakers than attending our usual face to face event.

Full details about the conference can be found [here](#).

Booking yourself to attend

In recognition of the importance of the role of SAG members in enabling the WMCMP to thrive, all SAG members (regardless of whether you coach in the pool) can benefit from the

discounted fee of £65+VAT to attend the conference.

Making Group Bookings

We know your budgets remain tight and therefore any subscribing organisations of the pool can have any employee attend the conference at £150+VAT (you also get an additional 10% discount for bookings of 5 or more delegates). So for managers developing their coaching and mentoring skills or those who are part of internal coaching and mentoring pools this great value should mean more of them benefit from this excellent opportunity to be inspired by experts, as well as exposure to a network of people applying coaching and mentoring in the work place.

Coaches and mentors who volunteer in the regional pool get an even better discounted price of **£65 +VAT per person or £58.50+VAT** if you submit a group booking.

We will be communicating directly with coaches and mentors via the matching system to let them know about the event, but if you are coordinating bookings centrally please let them know.

Individuals and cultures are shaped by both what is seen and unseen, heard and unheard.

This year's conference aims to raise our awareness to see how coaching and mentoring can unearth what may be hidden to impact on engagement, inclusion, trust and ultimately develop effective and healthy cultures in these uncertain times.

Whether you are responsible for coaching and mentoring in your organisation, a manager supporting your staff or coaches and mentors working with clients, we have something for you.

[Book Now](#) to reserve your place.

WME Open House Masterclasses

We have some spaces left on these two **open house** masterclasses and did not want this opportunity to pass you by!

The take up of our **in-house** masterclasses has been awesome but at WME we like to **give our members the opportunity** to attend an **open-house** masterclass. This can assist you to **target these interventions to those who need it** in smaller numbers, or it gives you the opportunity to **experience the masterclasses before you invest** in an in-house masterclass. By attending an open house masterclass, you can see if this is the right course for the managers in your organisation!



Leading and Managing in a Virtual World

*Making Virtual Working Work – A Masterclass

WME Associate Catherine Pugh is a Business Psychologist. Her masterclass, Making Virtual Working Work is rooted in academic research on remote working. Catherine captures the barriers that remote working

presents and offers tangible solutions to overcome those barriers. Catherine takes participants through the trust model which looks at the key elements of building trust when remote working.

The open programme is on **14th October 2020** [click here](#) to read more and book places.

*Human Conversations – A Masterclass

WME Associate Louis Collins has a PhD in Psychology and his masterclass is comes from a psychological perspective on human conversations. Often there is a risk of disconnecting with the human side when connecting with our team as we are working at a faster pace than ever before. His masterclass helps managers become self-aware of their own obstacles and provides techniques to break down those barriers and create effective connection. It also builds confidence in managers when they have to hold more complex conversations, but with the right approach this can be achieved successfully.

The open programme is on **22nd October 2020** [click here](#) to read more and book places.

"It was a great session, the delivery and presentations style was fantastic. I think the words thought provoking come to mind. The model used to demonstrate the different aspects was great as a visual and easy to understand concept."

For further information on any of the above please contact us at info@wmemployers.org.uk.

Recruitment and Resourcing support

Executive Recruitment

WME have been working with Councils across the region supporting them to recruit to critical roles within their senior leadership teams. Our virtual 'Executive Recruitment and Search' service has been launched, delivering all of our services virtually whilst providing high quality candidate care.

You can hear from two Councils who we have supported to recruit to critical roles within their senior leadership teams before and during the COVID19 pandemic. Click [here](#)

Jobs in the Public Sector bouncing back?

The job market, has been impacted hugely by COVID-19.

It is well reported about the pressure that lockdown placed on businesses, redundancies that have taken place and the rise of unemployment figures which is still expected to increase further.

Throughout lockdown the focus for the public sector was very much around core service delivery and whilst it has played a key role in supporting the local communities throughout the pandemic it is not immune to the uncertainty that the future holds. So, what does WMJobs tell us right now about the job market in the public sector?

As you would expect we saw a large decline in jobs advertised up until May, in fact compared to the previous year there was a drop across authorities of 52%. Looking at the period from April until the end of August as a whole, it looks a little better with the average decrease in jobs advertised sitting at 36%. This equates to 360 jobs less a month than the previous year!

The positive story is that we have seen an upward trend to jobs being advertised since June with August only seeing a 20% decrease compared to the previous year.

Like with jobs we saw a huge drop in jobseeker site traffic to WMJobs at the beginning of lockdown, with the number of site visitors dropping by nearly half. However, after the first few weeks of lockdown this started to increase week on week so by June site visitors were on a par with those of previous years and has been ever since. In fact August actually saw more site visitors than the same period in the previous two years (14% and 5% more), so candidates are out there, and they are looking for jobs!

So, the supply of candidates is good and job demand is on the up, so it all sounds positive.

That being said it is too early to understand if the job market is recovering particularly with the unknown challenges ahead with the continued existence of COVID-19 and extended restrictions on the horizon. What we can say though is that there is an opportunity here to attract new talent to the public sector. A sector that has been at the centre of continued service delivery and support throughout the pandemic, that has demonstrated the value it delivers to the local community and raised its profile, a sector that so many people have shown gratitude for. We need to seize this opportunity **#EverydayHeroes making everyday better**

WMJobs Subscriber Offer to support your recruitment

Now's a great time to advertise and take advantage of the added interest in the Public Sector.

If you are a WMJobs subscriber and have a campaign or job you want to raise awareness of, then we have some offers for you!

Offer 1: Job of the week job enhancement

Your job will be listed for one week in the prime Job of the week spot on the WMJobs homepage for all visitors to see and maximum exposure. Increases clickthrough's to the application by an average of 70%

WMJobs Site price: £500, Usual subscriber discounted rate - £400

Subscriber Offer Price: £300 (saving of 25%)

Offer 2: Premium job enhancement

Make your job stand out with a premium job enhancement applied for up to 28 days. Your job will be highlighted in the search listings, so it stands out amongst the others

Increases clickthrough's to the application by an average of 48%

WMJobs Site price: £100, Usual subscriber discounted rate - £80

Subscriber Offer Price: £70 (saving of 12.5%)

To take advantage of these fantastic discounted offers contact us via Subscriber [Freshdesk](#) stating the package you wish to purchase along with your purchase order.



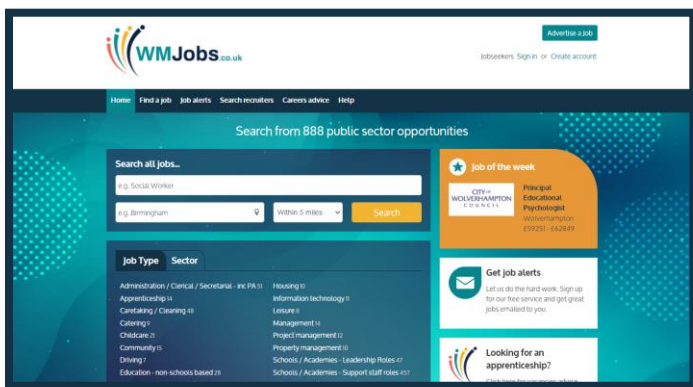
WMJobs Brand Refresh

August saw the exciting launch of the new WMJobs branding as



we seek to refresh and modernise the brand. This is the first step in our transition of WMJobs to meet our objective of delivering a strong employer brand for local government in the West Midlands and also starts our gradual transition of our #EverydayHeroes campaign into a new careers site for Local Government in the Region whereby WMJobs will link to and support this.

The stories of our #EverydayHeroes demonstrate how councils in the West Midlands have stepped up and responded positively to help communities throughout the pandemic. We want to inspire even more people to consider working for in Local Government to deliver the services we know to be important to enhance the lives the communities we serve, attracting those who want to do a job that makes a difference to people's lives – one with a real sense of purpose and meaning. You will see a greater focus on the #EverydayHeroes on the WMJobs site including video's promoting careers in Local Government, through to profiles of your everyday heroes.



WME here for you when you need us!

Do let us know if there is any specific support you need that we can help you with:

Rebecca Davis, CEO, M: 07741 662 375

E: r.davis@wmemployers.org.uk

Lesley Shore, Director M: 07551 567988

E: l.shore@wmemployers.org.uk

Manny Sandhu, Director M: 07771 372864

E: m.sandhu@wmemployers.org.uk

WME Business Support

E: info@wmemployers.org.uk

Click here to read our latest wider WME Newsletter [The Pulse July 2020](#)

Click here to access information about our next [virtual HOT event in October](#)

