

Paul Martin – All staff briefings 20th and 26th November

Why did we set up the SSA?

Back **four years ago**, we were asked by our political masters in Richmond and Wandsworth to help save our public services by bringing together our staff teams to **reduce our costs**.

It has been a journey

We have had our ups and
downs on our journey.
All of you deserve credit
and thanks for being part
of this journey



Just some of the things we have achieved for the people we serve in both boroughs

Environment and Community Services



We have collected over 170,000 tonnes of household waste in both boroughs in the last year



Served 80,000 library members at 25 libraries over 12 months in both boroughs (Wandsworth provided by contractor)



Helped 4,000 people stay fit and healthy at our sports centres in Richmond over 12 months (Wandsworth provided by contractor)

Just some of the things we have achieved for the people we serve in both boroughs

Environment and Community Services



In the past 12 months we have dealt with 143 dangerous structures in both boroughs, making the environment safe



This year, we processed over 4,400 planning applications for both affordable and private housing in both boroughs



We have investigated and resolved 1200 breaches of planning control, including issuing more than 60 enforcement notices in both boroughs

Just some of the things we have achieved for the people we serve in both boroughs

Housing and Regeneration



In the last financial year there were 265 new affordable units completed in both boroughs – with 443 expected by April



In the last financial year we made 1,294 successful housing offers to families and individuals in both boroughs



We also helped 142 people in Wandsworth get on the property market with a shared ownership purchase.

Just some of the things we have achieved for the people we serve in both boroughs

Children's Services – Wandsworth



32,175 Wandsworth pupils attend Outstanding or Good schools (Primary, Secondary, Special, PRU, Nursery)

Constantly achieving good outcomes for Wandsworth children – including our 333 children in care – this is reflected in our positive Ofsted performance

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Just some of the things we have achieved for the people we serve in both boroughs Adult Social Services



Last year, we helped over 1,200 when they came out of hospital



We also helped support over 6,400 adults through social care

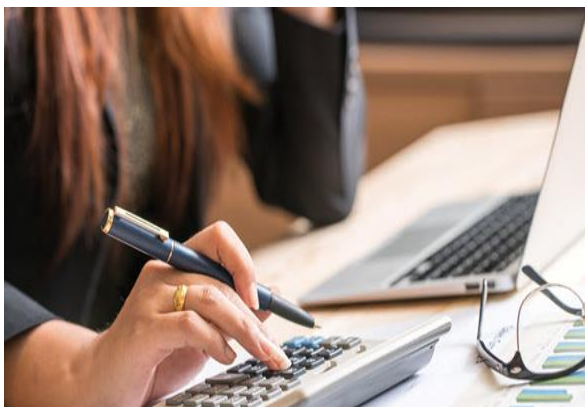


And helped 4,700 people live independently in their own homes.

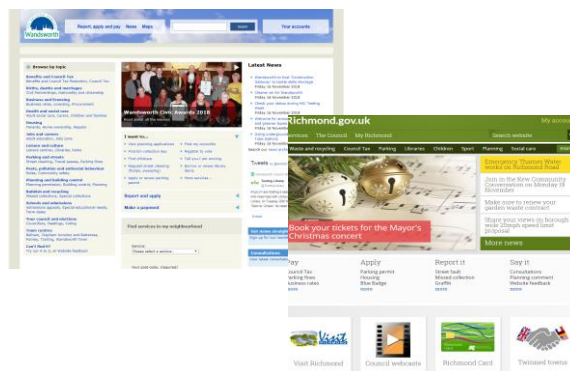


Just some of the things we have achieved for the people we serve in both boroughs

Resources



Last year both Councils paid over 200,000 invoices



In the last 12 months there were 8,154,753 visits to both our websites



In the last financial year we processed 450,000 Council Tax bills

Just some of the things we have achieved for the people we serve in both boroughs

Chief Executives Group



Supported the 1000th local person finding a job via the Wandsworth Workmatch service.



During 2017-18, we supported 1,200 people to quit smoking and provided over 11,000 health checks



Over 0.5m people have contacted customer services over the past 12 months

Our values



STAFF VALUES & BEHAVIOURS

We keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward.

Alexandra Walsh & Kennedy Steer
Housing and Regeneration Team

WE ARE POSITIVE & HELPFUL

For more information:
visit **The Loop** or call **020 8891 7160**



STAFF VALUES & BEHAVIOURS

We make sure that our colleagues are successful. We encourage others and take account of the challenges they face.

Marcus Isidore-Bell
Human Resources

WE ARE SUPPORTIVE

For more information:
visit **The Loop** or call **020 8891 7160**



STAFF VALUES & BEHAVIOURS

We share views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things.

Daniel Nugent,
Ellen Pankhurst,
Jasmeer Nandhra
& Tom Price
Customer Services

WE ARE OPEN

For more information:
visit **The Loop** or call **020 8891 7160**



Terms and conditions - the proposition

- Only a proposal – not finalised
- Staff input is important
- Unions have been involved
- Aim is to implement changes by March / April 2019
- Not a referendum – an opportunity to test staff opinion

A single pay scale for all SSA employees



Move to a new single pay scale which will be based on the inner London pay scale

Our commitment



No staff will be worse off in their pay packet, all staff pay will be maintained or enhanced with many receiving the chance for increased pay in future years as they move to the top of a higher top point.

Our commitment



A comprehensive focus
on staff well-being



Staff sickness absence management policy



Our commitment



The Councils wish to maintain a strong link between pay and performance

A move away from annual Performance related Payments and incorporate into base pay

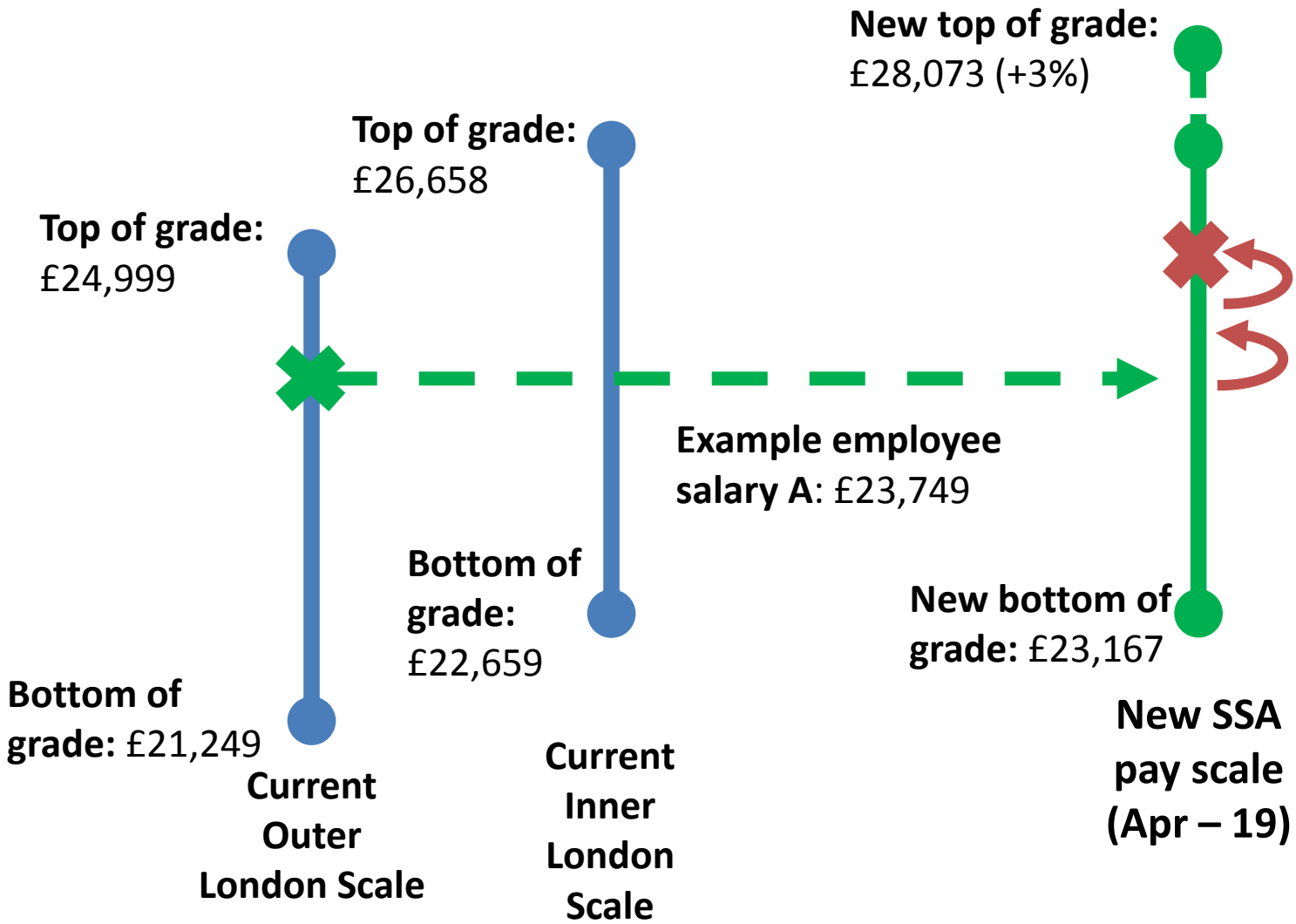


A move away from annual Performance related Payments

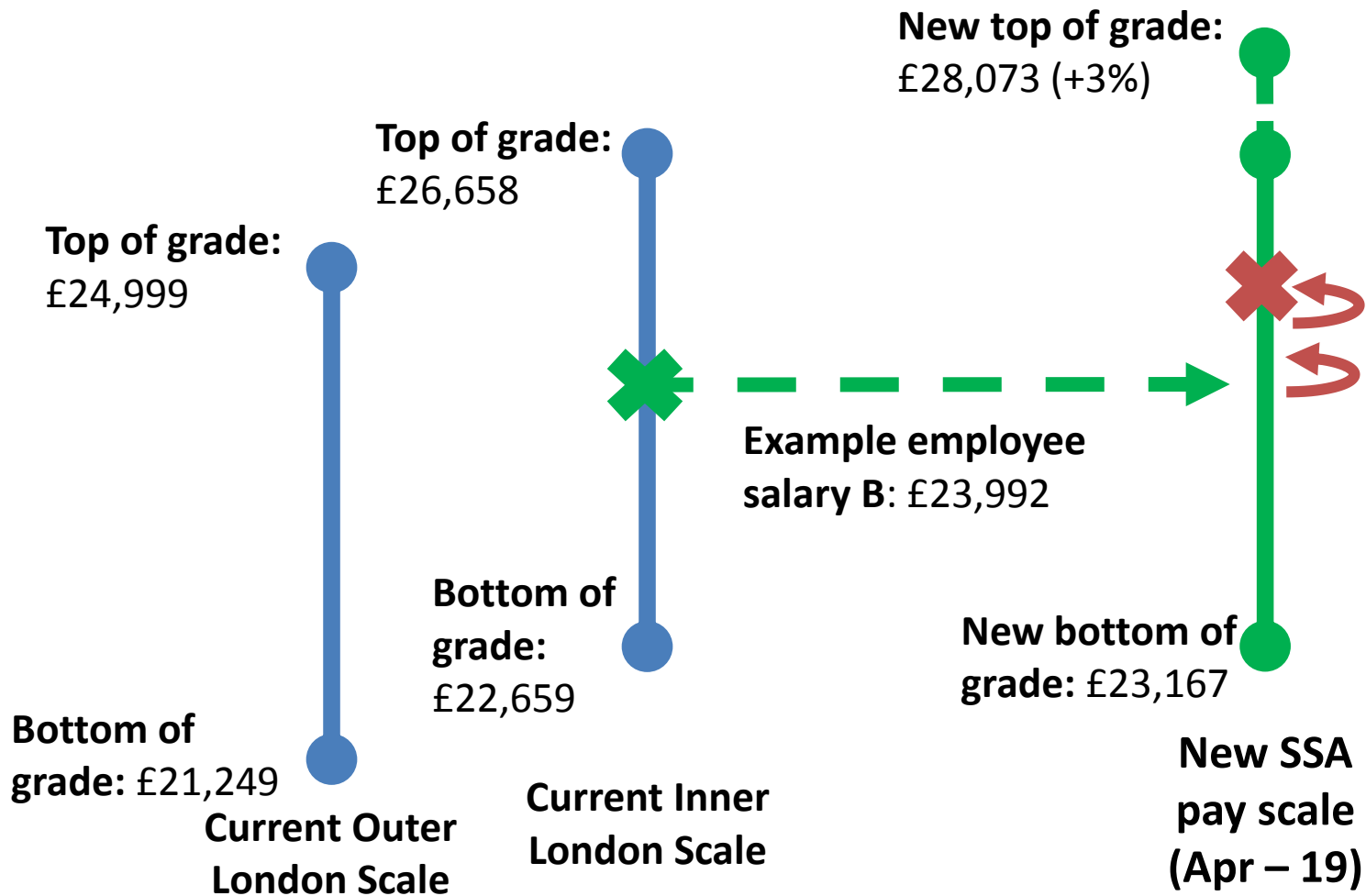
- Everyone will be paid an increase equivalent to the average % of their last two year's PrP award - this will be consolidated into their salary
- The top of all grades will be increased by 3%
- Where necessary, anyone who's two year average % increase would take them above that new grade maximum will be paid a permanent personal allowance



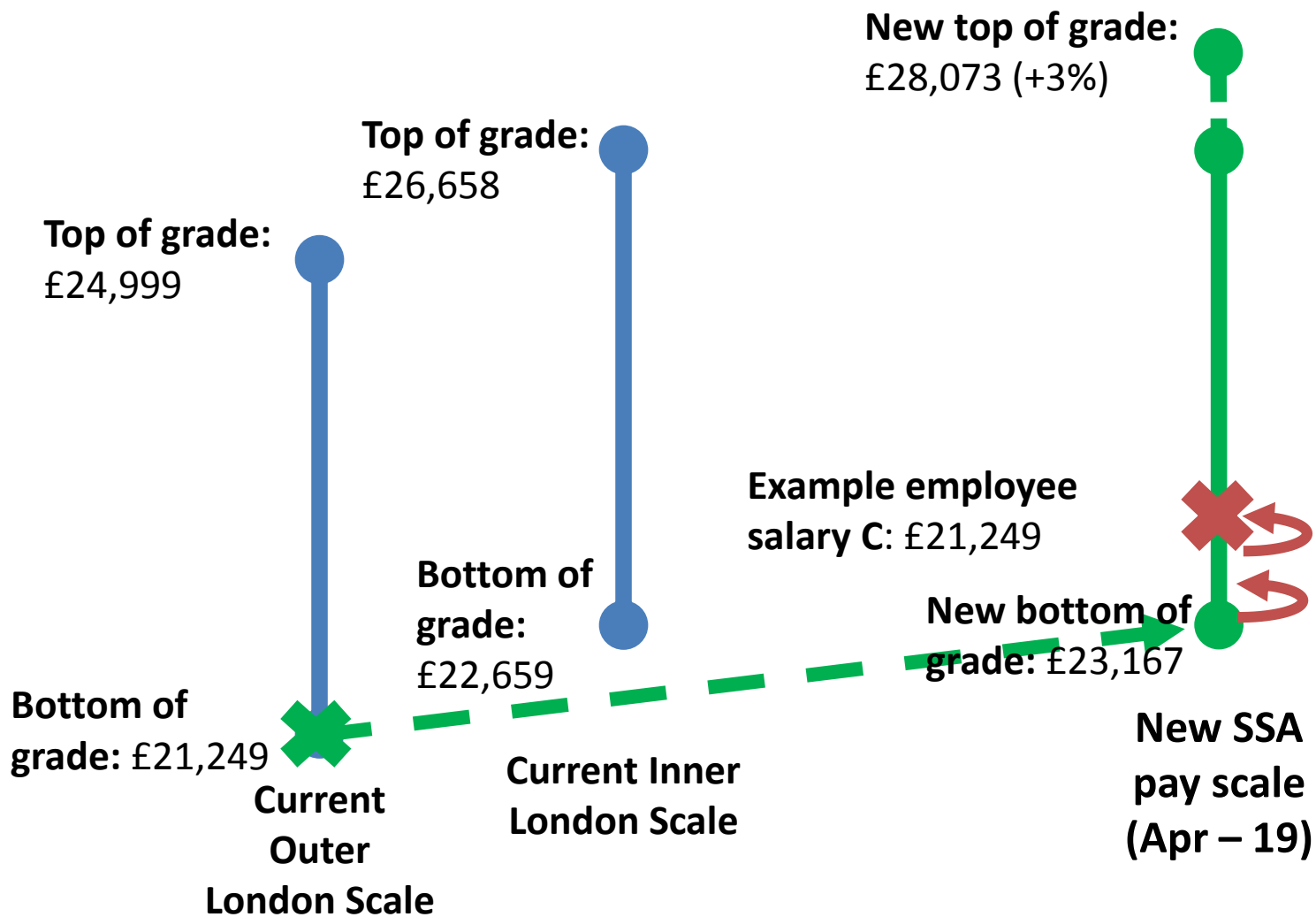
Pay Progression Examples – Scale 5



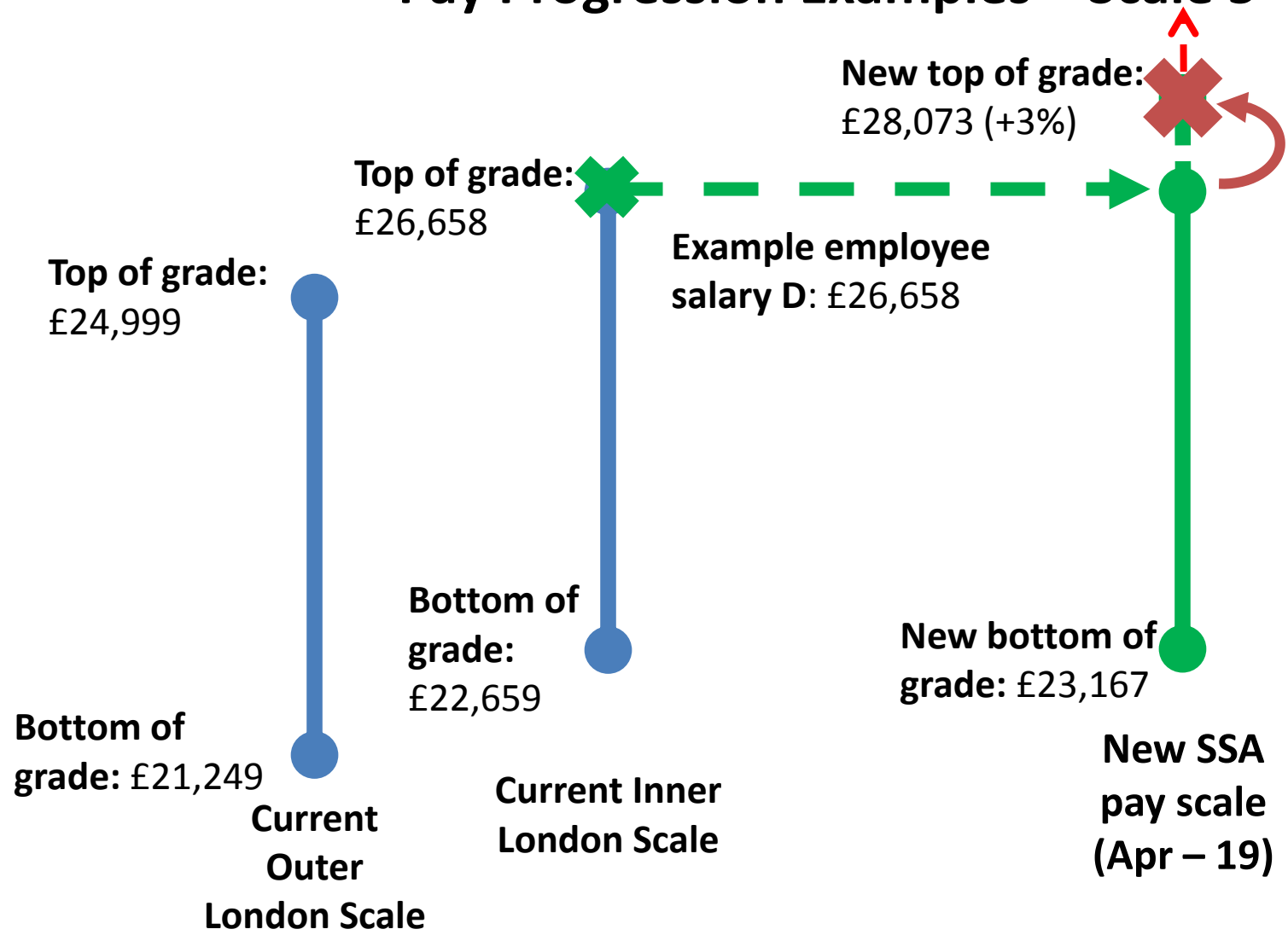
Pay Progression Examples – Scale 5



Pay Progression Examples – Scale 5



Pay Progression Examples – Scale 5



A commitment to the low paid staff on 'pay stability' arrangements



Harmonise annual leave



Annual leave for 2019/20 would be 31 days for all staff



Buying and selling up to 4 additional days

Negotiations and Review is on-going



Unresolved issues relating to the core proposal



Lots of others issues are being explored and checked, the above represents some of the key aspects of debate

QUESTIONS?

Your confidential feedback

- Test of opinion - **not** a referendum.
- I will not have the answer to every individual question about your own circumstances.



Time to have your say.....

First – a practice using the buttons.....

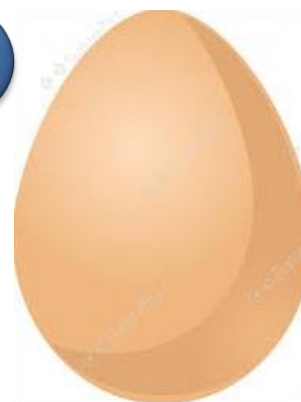
What came first – the chicken or the egg?

1



^R01^

2

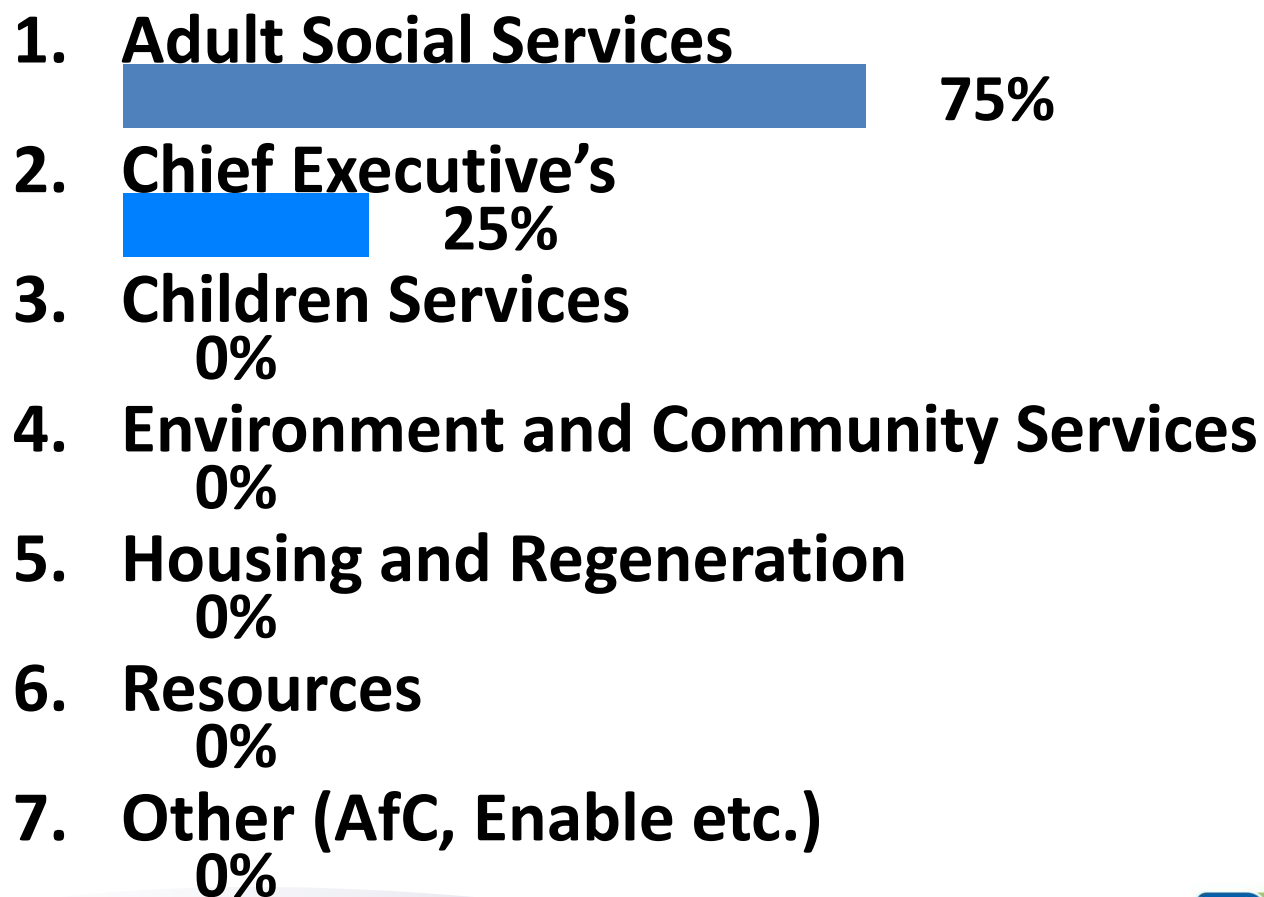


^R02^

Which site do you predominantly work at?

1	Twickenham Civic Centre, including York House and surrounding buildings	0%
2	Wandsworth Town Hall, including the Town Hall Extension	100%
3	Other sites (Richmond)	0%
4	Other sites (Wandsworth)	0%

Which Directorate do you work in?



Which Directorate do you work in?

1	Adult Social Services	0%
2	Chief Executive's	40%
3	Children Services	60%
4	Environment and Community Services	0%
5	Housing and Regeneration	0%
6	Resources	0%
7	Other (AfC, Enable etc.)	0%

Are you currently employed at:

1. Grade Senior Officer 1 or below

0%

2. Grade Senior Officer 2 or above

100%

Which of the below is the most positive proposal?

1	The creation of a new, single pay scale	33%
2	The creation of a new Supporting Attendance policy	67%
3	The integration of annual Performance related Payments into base pay	0%
4	Commitment to the low paid staff on 'pay stability' arrangements	0%
5	The harmonising of annual leave for all staff	0%
6	Most of the above	0%
7	None of the above	0%

Which of the below is the most negative proposal?

1	The creation of a new, single pay scale	14%
2	The creation of a new Supporting Attendance policy	29%
3	The integration of annual Performance related Payments into base pay	14%
4	Commitment to the low paid staff on 'pay stability' arrangements	14%
5	The harmonising of annual leave for all staff	29%
6	Most of the above	0%
7	None of the above	0%

As an overall package, do the proposals outlined in the previous slides feel like progress in the right direction for the SSA as an organisation?

1. Definitely in the right direction

0%

2. General progress in the right direction



67%

3. Have a few reservations



33%

4. Not in the right direction

0%