

A Joint Report of the Director of Resources and Housing and the Director of City Development.

Report to Executive Board

Date: 21 November 2018

Subject: The Great Jobs Agenda

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary of main issues

1. The TUC has published the Great Jobs Agenda as part of its Great Jobs for Everyone campaign. The campaign seeks to engage employers to act to provide better jobs that offer a living wage and good working conditions.
2. The city has continued to benefit from economic growth but the hollowing out of the labour market has been accompanied by an increase in lower paid flexible jobs and the growth of in-work poverty with a resulting need to tackle growing inequality and the lack of social mobility which limits the potential of individuals who find themselves trapped in low skilled, low paid, and insecure employment.
3. The key principles promoted in the Great Jobs Agenda align with the key ambitions and objectives of the city's Inclusive Growth Strategy, the Health and Wellbeing Strategy and the Best Council Plan 2018/19 -2020/21. The report seeks to identify the measures the Council has taken both as an employer and through its place based leadership role with local businesses and communities.

Recommendations

Executive Board is asked to

- i) Endorse the aims of the Great Jobs Agenda and continue to seek to meet the standards to provide better jobs that offer a living wage and good working conditions
- ii) Note the aligned strategies and place based programmes currently being progressed under the Leeds Inclusive Growth Strategy and the Leeds Talent and Skills Plan to engage a wider range of employers to provide great jobs.
- iii) Note that the officer responsible for all employment issues within the Council, including engagement with the trade unions is the Chief Officer Human Resources and the officers responsible for the aligned intervention to support wide employer engagement on the above issues are the Chief Officer Economic Development and the Chief Officer Employment and Skills.

1. Purpose of this report

- 1.1. The TUC, representing 5.5 million working people nationally and 600,000 in Yorkshire and Humberside, has published the Great Jobs Agenda as part of its Great Jobs for Everyone campaign. The campaign seeks to engage employers to act to provide better jobs that offer a living wage and good working conditions.
- 1.2. The city has a resilient economy and has benefitted from strong growth since the recession but there is an evident need to tackle growing inequality and the lack of social mobility which limits the potential of individuals, who find themselves trapped in low skilled, low paid, and insecure employment. Many of the key principles promoted in the Great Jobs Agenda align with the key ambitions and objectives of the city's Inclusive Growth Strategy, the Health and Wellbeing Strategy and the Best Council Plan 2018/19 -2020/21.
- 1.3. The Council has a role not just as an employer but as a place based leader that can influence other employers and as an advocate for and service provider to its local citizens. This reports assesses how the current and planned work of the Council supports and compliments that of the Great Jobs Agenda and recommends that Executive Boards endorses the campaign and continues to align activity where appropriate.

2. Background information

- 2.1 Leeds is an economically buoyant city, experiencing the fastest private sector jobs growth of any UK city and the highest increase in the employment rate of any Core City 2009 -2017 with 80% of its working age residents economically active. The city has the largest city concentration of financial and professional services and digital jobs in the UK outside London. It is a major hub for health innovation, data analytics, innovative manufacturing, and knowledge intensive jobs. The city also has the second highest productivity levels (GVA per hour) of the core cities. There are positive signs of wage growth, with average weekly earnings for residents in full time employment rising from £496.2 in 2014 to £548.3 in 2018.
- 2.2 However, it is clear that 'a job, any job' is no longer a guaranteed route out of poverty in the modern economy. This in the context of a changing labour market, where a 'hollowing-out' of skilled and semi-skilled occupations has been accompanied with growth in both high skilled and high valued jobs and lower skilled and lower income jobs along with 'flexible' jobs and the rise of the 'gig economy'. The increased use of zero hour contracts raises concerns about worker exploitation by some employers and the degree to which workers can assert their employment rights, and a lack of financial stability and security.
- 2.3 Research by the Joseph Rowntree Foundation shows that 55% of the households in poverty contain at least one adult that is in work, these families equate to approximately 8 million people across the UK. It is estimated that 13.5% of all working age adults are affected by in-work poverty. In Leeds, 70% of families receiving tax credits are in work and an estimated 65,000 FTE Leeds residents earned less than the Living Wage Foundation's Living Wage in 2017.
- 2.4 The quality of work and working conditions are important for the health and well-being of individuals and the economy. Work provides an important source of income

and routine for people and low pay and irregular hours can have a detrimental impact on health. Insecure employment, monotonous and repetitive work, a lack of autonomy and control, imbalance between effort and rewards, lack of workplace justice and poor progression routes can all contribute to poorer health, lower job satisfaction and poor performance at work.

2.5 Addressing poor quality work is good business for employers. Poor employee health and wellbeing is likely to result in lower productivity and increased staff turnover, and the implicit recruitment costs and subsequent lower profits that result from this. An employer providing a healthy workplace is likely to be attractive to existing staff and potential applicants, making it easier to retain and recruit good staff.

3. Main issues

3.1.1 The Great Jobs Agenda

3.1.2 This is a charter that sets out six standards that will support action to achieve great jobs. It is aimed at raising awareness and provides a tool for employers to assess the current position in the workplace, identify those areas where change is needed and to disseminate success stories and best practice.

3.1.3 The charter makes specific asks of employers to ensure that all employees are paid fairly; work in a safe and healthy workplace; are treated decently; have regular hours; get a voice on what matters at work; and get the chance to get on in life. Each of the standards are detailed below alongside the current position of the Council as an employer and the current and planned labour market demand side interventions to support wider adoption of these principles by employers in the city and where these link to Council sponsored supply side measures to support individuals to access and progress in work.

3.2 The charter states that a job is only a good job if the workers who do it get a say in how the workplace is managed.

Standard 1: A Voice At Work	
We want employers to:	LCC position
• Recognise a trade union for collective bargaining on pay and conditions	✓
• Set out how they will consult the whole workforce on important decisions	✓
• have elected workers on company boards	✓

3.2.1 The Council operates within a system of collective bargaining with recognised trade unions to effectively negotiate terms and conditions of employment for employees. Membership of one of the recognised trade unions provides employees with an opportunity to actively engage in decisions which may impact upon their employment. It covers the following recognised, single trade unions: ATL, GMB, NASUWT, NUT, UNISON and Unite (known collectively as the Joint Trade Unions Committee) plus ASCL and NAHT.

3.2.2 The Council has agreed a Framework for Engagement in Employee Relations sets out the approach adopted by the Council and the Trade Unions to effectively

negotiate terms and conditions of employment for all employees. Membership of one of the recognised trade unions therefore provides employees with an opportunity to actively engage in decisions which may impact upon their employment.

- 3.2.3 The above framework makes provision for a number of different forums for information, consultation and negotiation and discussions on formal and informal levels to enabling early dialogue on strategy and decision making that may impact on the workforce and associated employment terms. As a democratically accountable local government body the Council does not have a company board, however arrangements at an equivalent level include the Corporate Joint Consultative Committee which is chaired by a nominee of the Deputy Leader and Executive Member with responsibility for Strategy and Resources and includes full time Convenor representatives for the recognised Trade Unions.
- 3.2.4 The Council supports staff in their decision to join or not join a trade union and it also supports and encourages active staff networks through the provision of resources and enabling staff the time to attend during working hours. The networks are a visible example of the Council’s commitment to equality and increased inclusion and diversity. They give staff a voice, provide networking and peer support opportunities for staff and they also enable managers to engage directly with staff and deliver specific pieces of work of interest to staff both independently and with their employer.
- 3.2.5 There are currently seven networks, including the Healthy Minds Group which provides mental health peer support through the Disability and Wellbeing Staff Network. The others are BAME (Black, Asian & Minority Ethnic), Carers, Early Careers, LGBT+ (Lesbian, Gay, Bisexual & Trans +) and Womens Voice.
- 3.3 The charter states that fair and decent pay is a requirement of a good job.

Standard 2: Fair and Decent Pay	
We want employers to:	LCC Position
• negotiate pay with a recognised union	✓
• pay all workers at least the real living wage, not just the government’s minimum wage	✓
• work towards everyone getting a total pension contribution of at least 15 per cent of their wages	✓
• measure the gap between the top and the bottom pay and commit to reducing it	✓
• carry out regular pay audits and act to reduce the gap between women’s and men’s pay	✓

- 3.3.1 The National Joint Council for Local Government negotiates the pay, terms and conditions of staff in local authorities at a national level. It agrees an annual uplift to the national pay spine, with individual councils then determining local pay arrangements in accordance with the nationally agreed pay spine. In determining these matters, the Council must take account of the value of a job using the nationally agreed job evaluation scheme. Any local discussion about the local pay structure will be conducted through the above employee relations engagement framework.

- 3.3.2 The Low Pay Charter was adopted by West Yorkshire Councils, York City Council and the West Yorkshire Combined Authority WYCA in the spring of 2015. Since April 2015 the Council has invested £9.7m in the bottom end of the local pay structure to increase minimum pay rates. Most recently, in April 2018, the Council increased minimum pay rates to the Living Wage Foundation (LWF) pay rate of £8.75 per hour from April 2018. This increase benefitted 2,700 staff, with positive impacts regarding in-work poverty; especially for women, those under 25 years of age and part-time workers.
- 3.3.3 The Council plans to further increase minimum pay rates of current staff to £9.18 per hour from April 2019 which will be higher than the Living Wage of £9.00 per hour announced recently by the Living Wage Foundation.
- 3.3.4 An Employee Discounts scheme was launched last year which aims to provide all staff with access to discounts from both local and national businesses on every day spends and to stretch take home pay. Low paid staff were consulted on access to discounts and the types of goods and services where a discount would help – food and clothes shopping, utilities bills, motoring and transport, white goods and contribution to entertainment and leisure. Roadshows have been delivered to frontline staff to encourage take up. A benchmark saving target suggests that if individuals and families optimise the available discounts without changing patterns of consumption - around £800 could be saved. The Council continues to work alongside the Leeds City Credit Union to promote saving and affordable finance. This includes a recently launched offer of beneficial interest rates in exchange for payroll deductions to repay loans. Further work is now planned to link this to advice on debt and money worries, including the roll-out of Universal credit.
- 3.3.5 The current employer pension contributions are 15.9% and are determined by the Pensions Service Board for Local Government. While this affords limited opportunity to influence changes to the contribution levels the Council has a significant number of staff below the £10,000 threshold for pension auto-enrolment and is putting in place plans to raise awareness amongst this target cohort of staff of the benefits of investing in pension provision.
- 3.3.6 The Council publishes the Annual Pay Policy Statement detailing the pay of its highest and lowest paid staff. This is reviewed annually and considered by full Council. The Council is conscious of the need to ensure that the salary of its highest paid employees is not excessive and is consistent with the needs of the Council to recruit and retain staff with the skills, knowledge, experience, abilities and qualities needed and to ensure that the authority meets any contractual requirements for staff including the application of any local or national collective agreements, or authority decisions regarding pay.
- 3.3.7 Following the introduction of the new gender pay gap reporting regulations in April 2017, all employers with 250 or more employees have been required to publish their gender pay information. The Council has complied with this requirement and 2017 statistics showed that overall the difference between men's and women's pay is 8.6%, which compares favourably to other large organisations. Also of those in the top quartile (earning over £29,825 per annum) 58% were women and 42% were men. However within the lowest earning bracket (under £17,092 per annum) 78.8% are women and 21.2% are men. The gap is being reduced by the changes to the national pay spine but we are also looking at further work to be done around this.

- 3.4 The charter states that a good job is one in which you know when you are going to work so that employees can plan their life outside of work.

Standard 3: Guaranteed Hours	
We want employers to:	LCC Position
<ul style="list-style-type: none"> • avoid using zero-hours and very short-hours contracts - give staff who want them contracts with guaranteed hours that reflect their normal working patterns 	✓
<ul style="list-style-type: none"> • agree a minimum notice period (we recommend one month) for allocating and changing shifts 	✓
<ul style="list-style-type: none"> • report on the use of zero-hours contracts, short-hours contracts and agency work in annual reports and explain why they are using them 	✓

- 3.4.1 The Council does not use zero hours contracts and has significantly reduced its use of agency staff over the last few years. We continue to review this with monthly reports to the Corporate Leadership Team to enable monitoring and challenge to services with high spend on agency and overtime and update reports on the workforce to Scrutiny Board as requested.
- 3.4.2 Managers are expected to give staff reasonable notice of changes to shift patterns or rotas. Specifically where staff work on a rostered basis, work is planned ahead and staff offered overtime for undertaking extra work. Premium payments are also offered for working anti-social hours.
- 3.5 The charter states that all workers deserve basic rights, respect, and the chance to get justice when something has gone wrong.

Standard 4: Fair Treatment and Respect	
We want employers to:	LCC Position
<ul style="list-style-type: none"> • adopt a zero-tolerance approach to all forms of discrimination, harassment and bullying at work 	✓

- 3.5.1 The Council is committed to ensuring that all employees are treated with dignity and respect whilst at work. The Dignity at Work policy adopted by the Council defines standards of unacceptable behaviour for staff in relation to their work, and identifies the responsibilities of both managers and individual employees in creating an appropriate working environment. It also provides a framework for action when behaviour falls short of expected standards. This policy supports the Council's commitment to preventing acts of discrimination, exclusion, unfair treatment, bullying and demeaning behaviours.
- 3.6 The charter states that employees should have the opportunity to update their skills and the opportunity to consider progression and increase their earnings.

Standard 5: Learning and Progression	
We want employers to:	LCC Position
<ul style="list-style-type: none"> • offer more high quality apprenticeships 	✓
<ul style="list-style-type: none"> • negotiate with unions to make sure learning and 	✓

progression opportunities are available to everyone	
• make sure all employees know about their right to request time off for training or study	✓
• recognise trade union learning reps and give employees time to pursue union-led learning opportunities	✓

3.6.1 Our aim is to develop an empowered, motivated and effective workforce and all staff are required to complete an appraisal every six months. This enables staff and managers to consider the skills needs and ambitions of employees and support the completion of a personal development plan and access training and coaching or mentoring support.

3.6.2 The Council has a Learning Agreement with its recognised Trade Unions and Union Learn to ensure that resources are aligned to provide the best learning and development opportunities for staff. This aims to work with the trade unions to encourage staff to participate in lifelong learning in and outside of work, develop and maintain their transferable skills and time to undertake learning where this is an identified need within their personal development plan. Where issues like basic skills, numeracy and literacy affect staff, rapport with trade union members can breakdown otherwise significant barriers and raise career aspirations.

3.6.3 The Council is required to pay the Apprenticeship Levy and over the last 12 months has invested in developing a new apprenticeship programme that offers training at Levels 2 through to 7 and aims to meet the Public Sector Apprenticeship Target set by Government and the Council's workforce development needs to meet business priorities. The Council has a target of around 350 apprenticeships and we now have 406 apprentices currently on programme and a further cohort of 177 Leadership and Management apprenticeships commencing in October and November 2018 with a total levy expenditure of £4.9m.

3.7 The charter states that a safe working environment is vital to an employee's physical and mental health.

Standard 6: Safe and Healthy Workplaces	
We want employers to:	LCC Position
• have a workplace well-being policy	✓
• set up a joint health and safety committee with representatives of trade unions and the employer	✓

3.7.1 The Council believes that ensuring the safety, health and well-being of employees, contractors and service users is essential to accomplishing our overall vision for Leeds to be a compassionate, caring city that helps all its residents benefit from the effects of the city's economic growth. The Council recognises that pro-actively managing health, safety and well-being can deliver and secure good business and organisational performance. This is achieved through a corporate health and safety management system including a Health and Safety Committee, which is chaired by the Deputy Leader. As a large employer we are committed to being an exemplar of good practice by ensuring that work does not contribute to poor health and can enhance public health through the workplace setting.

3.7.2 In addition to the health and safety policy and management system, Leeds also has a Wellbeing Strategy for staff. This is based on offering bespoke interventions to

support health, changing behaviours, setting standards in the workplace and giving practical support. There are a number of services which managers and staff can access to seek further information, advice and support to manage their health and wellbeing. This is covered under a Wellbeing Strategy - which includes occupational health advice and access to counselling and physiotherapy services. Whilst general health promotion and care are important for all staff, more attention is being paid to a customising support and advice so it is relevant and accessible to dispersed, frontline workers and key groups of staff. Approaches now include developing initiatives with Public Health services e.g. on blood pressure monitoring, men's health and exercise.

3.8 Working with employers

- 3.8.1 The Council has a place leadership role and is enabling wider action on demand side interventions to support the city's largest employers to improve the pay and working conditions of their employees. This includes the use of Social Value in procurement and grant awards and the Inclusive Anchors Programme and working with employers to sector specific interventions to contribute to meeting the objectives of the Leeds Talent and Skills Plan and the Leeds Inclusive Growth Strategy.
- 3.8.2 The Council has a strong record of securing employment and training opportunities through planning and procurement policies. Social value asks are systematically applied to schemes with the potential to provide a significant impact for entry level employment and training opportunities during construction or in end use. Over the last five years, over 2,500 local residents have been supported to secure a job through employment and skills obligations agreed with developers and service providers in the city through this delivery framework.
- 3.8.3 Initially targeted to localities to ensure that residents of disadvantaged communities were able to access these opportunities, a review conducted as part of the More Jobs, Better Jobs Partnership concluded that a sharper focus on targeting individuals furthest away from the labour market would be required to more effectively contribute to poverty reduction. Employment and skills obligations generated now are targeted to support young people under the age of 25 as first time entrants to the labour market in particular those identified as BME, leaving care and those with learning difficulties and adults with a disability or those with long term health conditions including mental ill-health wishing to move into or return to work. These interventions will link with the Council supply side interventions designed to meet the needs of these priority groups.
- 3.8.4 Joint working with the Leeds City Region Enterprise Partnership has enabled the introduction of new obligations on businesses to contribute to inclusive growth objectives. Grants for capital investment, plant, machinery and equipment and job creation include requirements linked to the scale of the grant offer and include developing a skills plan, training to assist low paid staff to progress, offering work opportunities to local people with disabilities or health issues and those furthest away from the labour market.
- 3.8.5 Business support grants also require recipients to make a commitment to paying staff the real living wage within an agreed timescale.

- 3.8.6 The Inclusive Anchors programme brings together a range of institutions to take collective action on employment matters including pay, terms and conditions and health and wellbeing, and procurement and supply chain management. Local institutions signed up in principle to working individually and collectively on an anchors programme include - Leeds City College, Leeds College of Building, the University of Leeds, Leeds Beckett University, Leeds Trinity University and Leeds Community Healthcare, Leeds Teaching Hospitals NHS Trust and Leeds and York NHS Foundation Trust.
- 3.8.7 The Council has contracted with the Centre for Local Economic Studies to undertake an analysis of the procurement expenditure and supply chains of the Anchor Institutions to baseline activity and build the evidence base for change. This will inform plans to deliver on business needs while leveraging the maximum impact by creating opportunities for local suppliers, providing good quality jobs and community benefits through procurement.
- 3.8.8 Further work will be undertaken to extend the Inclusive Anchors programme beyond the largely publicly funded anchors to private sector businesses and exploring the development of an inclusive business charter for SME businesses with a particular focus on encouraging more employers to pay the Living Wage as promoted by the Living Wage Foundation.
- 3.8.9 While Leeds City Council is not a regulatory body for pay, we will continue to use our role as the largest employer in the city and membership of the Local Economic Partnership and Business Improvement District to encourage more employers across the public and private sector to pay a minimum of the Living Wage Foundation living wage.
- 3.8.10 Promoting workplace health and wellbeing can make an important contribution to maintaining a healthy, diverse and productive workforce and this is a key strand of the Inclusive Anchors programme. Many of these organisations already take positive action but recognise they need to do more to improve the health and wellbeing of their employees to reduce accidents and injuries, reduce staff sickness absence and turnover and increase productivity and employee satisfaction. Brexit, an ageing workforce, system reform to support prevention and create integrated care pathways, and the increasing demands related to demographic change have brought this into sharper focus in the city's health and care sector with over 54,000 employees. It is important that employers are able to retain talented and experienced staff within a healthy and productive workforce and the approach to audit, share and promote best practice has been endorsed by the Health and Wellbeing Board and the Leeds Health and Care Partnership Executive Group.
- 3.8.11 In addition to the above, the Council is working with training providers and learning institutions to encourage and support change in the traditionally low paid sectors. For example, Ambition Leeds, launched in October 2018, is a joint initiative with LeedsBID to support retail and hospitality businesses to invest in the skills development of its workforce. This is supported by collaboration between the Source Academy, Leeds City College and Leeds Beckett University to offer a one stop shop for skills training tailored to local business needs from entry level through to leadership and management qualifications.

3.9 Supporting local residents

- 3.9.1 The Council continues to invest in both universal and targeted services to support local residents to acquire skills and secure and sustain employment. In 2017/18, the Council supported 5,624 people into work and 7,200 adults to re-engage with learning and acquire new skills. From April to September 2018, a further 2,715 people have been supported into work and 5,685 adults have complete a skills course. 41% of people accessing services self-identified as BAME and 20% self-identified as disabled. Eight in ten of those supported to achieve a positive outcome reside in our most disadvantaged communities.
- 3.9.2 The Council's jobshop service, located in Community Hubs, offers general information, advice and guidance services to support those seeking work and targeted employability programmes to residents claiming benefits for more than six months applying for Council Tax Support. Externally funded and commissioned programmes are targeted to support priority groups furthest away from the labour market including those with long term health conditions and disabilities including poor mental health.
- 3.9.3 The Leeds Adult Learning Programme offers over 1,000 courses at over 100 community venues across the city. The £2.1m programme funded by the Education and Skills Funding Agency provides courses for adults seeking to improve their knowledge and learn new skills to benefit them or their community or find work. Courses are free for adults aged 19 years or over in receipt of benefits or those in work but earning less than £15,700 per year. Provision includes ESOL (English as a second language), English, Maths, Employability, Health and Wellbeing Programmes. Other specific programmes provide support for targeted learners recovering from mental health issues and addiction issues. Delivery is focused on the most disadvantaged communities with a focus on the priority neighbourhoods.
- 3.9.4 The Council also continues to work with a wide range of employers, learning institutions and training providers to broaden the apprenticeship offer and promote this to local communities. In the last year, we have worked with 17 schools supporting 3,241 young people, 130 parents and carers, alongside teaching staff to learn more about the wide range of opportunities on through industry-led seminars, classroom sessions, parent evenings, and the annual Leeds Apprenticeship Fair, the biggest of its kind in the north of England attracting over 6,500 visitors.

4 Corporate considerations

4.1 Consultation and engagement

- 4.1.1 The aims and objectives of the Great Jobs Agenda strongly align with those of the Leeds Inclusive Growth Strategy and the Leeds Talent and Skills Plan approved by Executive Board earlier this year following extensive consultation with city stakeholders.
- 4.1.2 The Executive Members for Resources and Sustainability and Learning, Skills and Employment have been consulted on the proposal to support the Great Jobs Agenda.
- 4.1.3 Local trade unions as well as the TUC have been consulted regarding the endorsement of the Charter.

4.2 Equality and diversity / cohesion and integration

- 4.2.1 An Equality, Diversity, Cohesion and Integration screening has been undertaken to ensure that the charter's aims are reflective of the Council's equality and diversity principles. As endorsement of the Charter does not involve specific policy changes there are no further and specific screening requirements.
- 4.2.2 This activities described in the report include both demand and supply side initiatives to support those furthest away from the labour market to new skills and to secure and sustain employment, support to address low pay and progression for those in work and supporting employers to invest in skills including apprenticeships and leverage their spending to achieve inclusive growth objectives. These established policies and programmes have already been subject to screening and or impact assessment to ensure that due regard was given to equality, diversity, cohesion and integration within the decision making process.**Council policies and best council plan**
- 4.3.1 The policy framework and activities delivered by the Council as set out in the report align to the Great Jobs agenda and contribute directly to our ambitions to enable all of our residents to benefit from a strong economy in a compassionate city. In particular, this range of activity contributes to the Best Council Plan outcome for everyone in Leeds to earn enough to support themselves and their families and the Best Council Plan priorities around providing employment support and supporting economic growth and access to economic opportunities. It also supports our ambitions to be a NEET-free city and a city where children and young people can grow up to lead economically active and rewarding lives.

4.4 Resources and value for money

- 4.4.1 There are no resourcing implications arising from this report.

4.5 Legal implications, access to information, and call-in

- 4.5.1 There are no legal implications arising from this report.

4.6 Risk management

- 4.6.1 Risk management plans have been put in place to identify and address any risks to delivery across the activities described in this report. These include financial and reputational risks.

5 Conclusions

- 5.1 The TUC's Great Jobs Agenda sets out that all workers should be entitled to be paid fairly, work in a safe and healthy workplace, be treated decently, have guaranteed hours, get a voice on what matters at work, and get the chance to get on in life. It notes that while there are lots of great jobs, too many workers are currently in jobs that do not meet these basic standards. It calls on employers to recognise and work with trades unions to make great jobs a reality for all.
- 5.2 The Great Jobs Agenda is being promoted at a time when the focus is shifting from the quantity of jobs to the quality of jobs and echoes many of the issues and

commitments to action made by the Council and key city stakeholders in the Leeds Inclusive Growth Strategy, the Health and Wellbeing Strategy and the Best Council Plan 2018/19 -2020/21.

- 5.3 The Council has already taken action against the six standards set out the Great Jobs Agenda and is well placed to expand its work on low pay, apprenticeships, procurement and healthy workplaces to a wider range of organisations through its local leadership role with programmes of sufficient scale to create a difference locally.

6 Recommendations

6.1 Executive Board is asked to

- i) Endorse the aims of the Great Jobs Agenda and continue to seek to meet the standards to provide better jobs that offer a living wage and good working conditions
- ii) Note the aligned strategies and place based programmes currently being progressed under the Leeds Inclusive Growth Strategy and the Leeds Talent and Skills Plan to engage a wider range of employers to provide great jobs.
- iii) Note that the officer responsible for all employment issues within the Council, including engagement with the trade unions is the Chief Officer Human Resources and the officers responsible for the aligned intervention to support wide employer engagement on the above issues are the Chief Officer Economic Development and the Chief Officer Employment and Skills.

7 Background documents¹

- 7.1 There are no background documents.

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.