



SOUTH WEST EMPLOYERS

A MEMBER-LED LOCAL GOVERNMENT ORGANISATION SPECIALISING IN:

- HUMAN RESOURCES SERVICES
- MEMBER AND OFFICER DEVELOPMENT
- NEGOTIATION AND LOBBYING

MEMBERSHIP BENEFITS INCLUDE:

- *Free access to professionally qualified and experienced specialists for advice and consultancy support for challenging issues on a not-for-profit basis*
- *Up to 33% discount on events*
- *Working together to save time and money*
- *Attendance at briefing sessions and specialist networking sessions*
- *Bringing authorities together to influence policy development such as national pay and pensions*

MEMBER ORGANISATIONS INCLUDE:

- *All 41 County, Unitary and District Councils in the South West*
- *Town and Parish Councils*
- *Police Authorities, Fire & Rescue Services and National Park Authorities*
- *Schools, Housing Associations and other organisations*



OUR SERVICES

“As a fairly small district council, our own HR team regularly rely on South West Employers for specialist advice on more complex employment issues.”

Cllr Spencer Flower,
Leader,
East Dorset District
Council.

HUMAN RESOURCES SERVICES

- Independent Senior Staff Consultancy Service
- Job Evaluation / Pay & Grading Consultancy
- Policy Development and Review
- Employment Surveys
- Psychometric Testing and Licence
- South West e-recruitment Portal

“The team provide an excellent employment advice service, who have also supported the Authority in implementing a new job evaluation scheme, provided training events and managed the recruitment process for our existing Chief Executive.”

Neil White,
Head of Personnel,
Dartmoor National Park Authority.

“We saved on money, time and duplication of effort by working with South West Employers to deliver a shared learning event.”

Wiltshire Council.

“We are very proud of achieving the Charter Plus - the process helped us to build our capacity and achieve our corporate objectives.”

Torbay Council.

MEMBER AND OFFICER DEVELOPMENT

- Charter for Member Development
- Member Development Toolkit
- Bespoke Programmes and Qualifications
- Learning & Development Consultancy Service
- Sharing Best Practice & Officer Networks

- Combined South West Voice on National Issues
- Trade Union Consultative Arrangements

NEGOTIATION AND LOBBYING

“South West Employers fulfils a vital role in providing the national negotiators with a strong regional voice from the South West on pay and conditions. This is very important in helping us to develop and deliver a negotiating strategy that meets the aspirations of councils across the country.”

Sarah Messenger,
Director of Negotiations,
Local Government Employers.

As part of the local government 'family' and arm of the Local Government Employers, specialist South West Employers staff provide support to Members and authorities to deal with the most challenging and sensitive staffing issues.

Our employment advice and consultancy services include:

Independent Senior Staff Consultancy Service

- Confidential advice on salary levels, terms and conditions, termination agreements
- Independent support for Appraisal of Chief Executives
- Supporting development of new political arrangements such as Joint Chief Executive and Shared Management Teams

Job Evaluation / Pay & Grading Consultancy

We are experts in the use of the National Joint Council (NJC) and Greater London Provincial Council (GLPC) job evaluation schemes. We can provide specific training, independent technical advice and best practice experience associated with local government pay and grading reviews.

Policy Development and Review

We work with authorities to share, develop and review policies. This assists them to meet their legal requirements and follow good practice.

Employment Surveys

We undertake employment related research and co-ordinate surveys for local authorities who require region-wide information on issues of specific interest.

Psychometric Testing and Licence

We hold the regional corporate licence which enables cost saving through the purchase of a single licence and services can then be accessed by authorities.

South West e-recruitment Portal

Co-ordination of www.southwestjobs.org.uk portal – conducting negotiations on behalf of local authorities, maintenance of the system and liaison with suppliers.

Our extensive history of training local government staff and developing courses and events, supports individuals and councils to improve performance and meet the changing demands of the public service environment.

Our Member and officer development services include:

Charter for Member Development

We manage this framework which helps councils to adopt a structured approach to Member development. The Charter is designed to support the Councillors' skills and help them to meet the needs of their communities.

Member Development Toolkit

This Toolkit will provide all authorities with a wide range of valuable resources including access to templates, strategy documents, teaching and learning materials along with links to resources and training providers.

Bespoke Programmes and Qualifications

We are experts in designing training for in-house development programmes for individual organisations or groups with similar requirements. We also specialise in delivering recognised qualifications and creating new bespoke awards.

Learning & Development Consultancy Service

We offer workshops and topical conferences that focus on key issues and the latest policy developments. We also act as a local co-ordinator for larger programmes, matching partners with similar needs to share the cost of design and delivery.

Sharing Best Practice & Officer Networks

We co-ordinate networks to share best practice for key roles and specialisms including the Member Support Officer Network, Strategic HR Officers Network, 'Education' Personnel Officers Group and the Safety Advisers Panel.

NEGOTIATION AND LOBBYING

Working closely with local authorities, the South West Employers represent the South West on a number of national bodies. They work to put forward a single voice on issues affecting councils and partners in the region.

Our work includes:

Combined South West Voice on National Issues

- *Organise regional meetings with National Employers on Pay and Pensions Briefings to ensure South West authorities' views are reflected in national negotiations.*
- *Working to achieve Fair Funding for local authorities.*
- *Work collaboratively on issues of common interest to the local government community.*

- *Acts as the South West voice in the National Association of Regional Employers (NARE) whose role is to act as a sounding board and conduit for the Local Government Employers.*

Trade Union Consultative Arrangements

- *Maintenance through South West Provincial Council of the regional consultative arrangements with the Green Book Trade Unions, and the Secretariat for the Employers' Side.*
- *Dispute and conflict resolution – acting jointly with the Trade Union Side Secretaries.*

SOUTH WEST EMPLOYERS

- *We have an established track record of working with the public sector for over 40 years.*
- *Our services are customised and solutions designed to meet specific needs.*
- *As a membership body we are a not-for-profit organisation with cost-effective rates.*

CONTACT US

For further information about the services on offer visit
www.swcouncils.gov.uk
or telephone
01823 270101.

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