

# **THE GOOD WORK PLAN**

## **AGENDA ITEM No. 9**

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**MEETING: PERSONNEL SUB-COMMITTEE**

**DATE: 20 NOVEMBER 2019**

**REPORT BY: MANAGEMENT TEAM**

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### **1.0 Purpose of the Report**

1.1 The purpose of the report is to provide Members with a brief overview of new guidance under the title of 'The Good Work Plan' which comes into effect on 6 April 2020.

### **2.0 Background**

2.1 In July 2017 Matthew Taylor published the independent Taylor Review of Modern Working Practices, which looked into the issues in our labour market such as:

- the implications of new forms of work
- the rise of digital platforms
- impacts of new working models

2.2 The review made 53 recommendations to government. In February 2018 the government published a full response, accepting a vast majority of the recommendations.

2.3 Alongside the response the government also launched 4 consultations to seek stakeholder views on approach to implementation:

- Employment status
- Agency worker recommendations
- Increasing transparency in the labour market
- Enforcement of employment rights recommendations

2.4 The Good Work Plan draws on the feedback from these consultations and the government will also be publishing the Low Pay Commission's advice on the scale and nature of one-sided flexibility and options to address the issue.

### **3.0 Current Situation**

3.1 Although the final details are not yet known The Good Work Plan sets out:

- the vision for the future of the UK labour market
- how the government will implement the recommendations arising from the Taylor Review of Modern Working Practices.

3.2 The Good Work Plan deals with a number of matters under different headings. Each main heading has a number of specific areas to address. Some of which will have little impact on the Town Council but others more so. The three main headings are:

- Fair and decent work
- Clarity for employers and workers
- Fairer enforcement

- 3.3 The area covering Fair and decent work deals with:
- 'One-sided flexibility' for example; individuals being able to work in a way that suits them and stopping employers cancelling shifts at short notice or sending staff home when customer demand is low.
  - 'Right to request a more predictable and stable contract' the Town Council may need to review contracts of employment.
  - 'Extending the break in continuous service' extending the break in service from one week to four weeks.
  - 'Protecting Agency Workers'
  - 'Quality of work' based on five principles; satisfaction; fair pay; participation and progression; wellbeing, safety and security; and voice and autonomy. This is a large area which will likely have implications for the Town Councils
- 3.4 The area covering Clarity for employers and workers is all about employment status and contracts. Contracts will be required to include:
- An end date of a fixed-term contract
  - Details of eligibility for sick leave and pay (already covered)
  - Details of other types of paid leave eg maternity and paternity leave (partially covered)
  - Duration and conditions of any probationary period (partially covered)
  - All remuneration (not just pay)
  - Specific days and time workers are required to work (already covered)
- 3.5 The area covering Fairer enforcement is about accessing pay entitlement either national minimum wage and/or higher national living wage and employment tribunals including additional penalties eg raising the maximum limit of an aggravated breach penalty to £20,000 from £5,000
- 3.6 A further more detailed report will be prepared for Policy & Resources Committee in due course when further details are known.

#### **4.0 Impact on Great Aycliffe Town Council.**

- 4.1 A number of the Council's policies will need updating to ensure compliance with any recommendations.

#### **5.0 Policy Implications**

- 5.1 Conforms to assisting the delivery of the following council aim.

Aim 1 "To provide good quality governance and management of the Council".

#### **6.0 Staffing Implications**

- 6.1 Time required to review and, if necessary, re-issue employment contracts as well as reviewing policies.

#### **7.0 Financial Implications**

- 7.1 There are potential financial implications around the national minimum wage and employment tribunals. In addition it is likely that substantial support will be required from the Council's HR advisors.

## **8.0 Crime and Disorder Implications**

8.1 None.

## **9.0 Equal Opportunities Implications**

9.1 The new requirements and legislation is to ensure all employees are treated fairly and consistently.

## **10.0 Environmental Implications**

10.1 None.

## **11.0 Risk Assessment**

11.1 It is not considered that the matters contained in this report pose a risk to health and safety of staff or to the financial or public standing of the Council to a degree that a risk assessment should be appended to this report.

## **12.0 General Data Protection Regulations (GDPR)**

12.1 Is any personal or sensitive data required for this proposal which may have any implications for GDPR?

**NO**

## **13.0 Recommendation**

It is recommended that Members:-

13.1 consider the report and note the contents.