

# **Worcestershire Enhanced Two Tier (WETT) Programme**

## **Response to the issues arising from the staff consultation**

### **Introduction**

This report summarises and provides responses to the key points arising from the staff consultation exercise relating to the Business Cases for Regulatory, Internal Audit and Property Services.

### **Background**

Following the presentation of the Business Cases to Members on November 5<sup>th</sup>, the staff consultation exercise started on November 10<sup>th</sup> with presentations to staff on November 10<sup>th</sup> and 11<sup>th</sup> at Worcester Rugby Club. At that stage, it was planned for the staff consultation on the three Business Cases to end on December 7<sup>th</sup>. However, in response to requests from unions and individual members of staff, the consultation period was extended until December 21<sup>st</sup>.

During the intervening period many different consultation events have taken place. Local consultation events have been held for all staff within the affected services, at each authority involved. Union representatives and individual members of staff have had the opportunity to discuss the Business Cases with local Managers, members of the Project Teams, HR representatives and members of the WETT Programme Team. This approach goes beyond the legal obligations on individual councils to consult with staff on such matters.

Throughout the process, a large number of submissions have been received. The purpose of this report is to summarise those submissions for the benefit of Members. All of those submissions will be made available to Members prior to their formal Cabinet or Council meetings.

The nature of the submissions falls into the following categories:

- Unions: a number of submissions were received from Unison and GMB, on behalf of their members. Some relate to individual services, some to individual authorities and others to the overall WETT Programme
- Individual members of staff
- Teams: both small and large, within individual authorities
- Professional Groups: a number of groups of staff from within the various elements of Environmental Health (eg: Food Safety, Health and Safety Liaison, Pollution Liaison, Contaminated Land) have formulated submissions themselves.

The next three sections of this report contain summaries of the issues raised in the various submissions, along with the observations and responses of the Project Teams,

as appropriate. The final three sections of this document are rather large matrices. These contain the key points from each submission, and they are included as a means of indicating the number of submissions received and the range of views expressed. As mentioned above, the full set of submissions is being made available to all Members of the seven councils.