

MEET THE TEAM

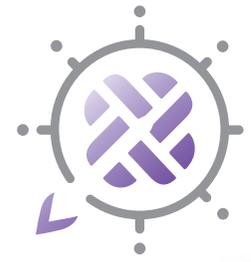
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SOUTH WEST COUNCILS

CONTACT

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

**South West Councils
Dennett House
11 Middle Street
Taunton
TA1 1SH**

MEETING ROOMS

Meeting rooms are available for hire at Dennett House in Taunton.

Discounted rates for member organisations.



SOUTH WEST COUNCILS

OUR SERVICES

HUMAN RESOURCES SERVICES

- Free access to employment telephone advice
- Independent Senior Staff Consultancy Service
- Job Evaluation / Pay & Grading Consultancy
- Disciplinary Investigations
- Employment Surveys
- Psychometric Testing
- South West e-recruitment Portal

MEMBER AND OFFICER DEVELOPMENT

- Charter for Member Development
- Member Development Toolkit
- Coaching Pool
- Accredited Community Leadership Awards
- Bespoke Programmes and Qualifications
- Learning & Development Consultancy Service

KNOWLEDGE SHARING AND ADVOCACY

- Combined South West Voice on National Issues
- Trade Union Consultative Arrangements
- Sharing Knowledge and Good Practice

A MEMBER-LED LOCAL GOVERNMENT ORGANISATION

HUMAN RESOURCES SERVICES

We provide support, including free telephone advice, to Members and authorities to deal with the most challenging and sensitive staffing issues including:

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

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

Disciplinary Investigations

Independent investigations, advising at disciplinary or grievance hearings and representing employers at Employment Tribunals.

Employment Surveys

Undertaking employment related research and co-ordinating surveys for local authorities.

Psychometric Testing

Advice and delivery of a range of psychometric tests. We hold the regional corporate licence which enables cost saving for authorities.

South West e-recruitment Portal

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

MEMBER AND OFFICER DEVELOPMENT

An extensive portfolio of training, courses and events, including:

Charter for Member Development

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

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.

Coaching Pool

In acknowledgement of the growing need for coaching as an effective method to support performance, we are creating a coaching pool to build internal coaching capacity and provide access to external coaches. Coaches, nominated by authorities, will be trained and qualified. Using coaches from the pool will result in significant savings.

Accredited Community Leadership Awards

This programme offers an accredited structure to Councillors linking directly with a Council's development programme. Councillors are assessed through activities undertaken as a result of carrying out the community leadership role.

Bespoke Programmes and Qualifications

Experts in designing training for in-house development programmes for individual organisations or groups. 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.

KNOWLEDGE SHARING & ADVOCACY

We work closely with local authorities to share good practice and learning:

Combined South West Voice on National Issues

Coordination of regional meetings with National Employers on Pay and Pensions to ensure South West authorities' views are reflected in national negotiations.

Representing South West Councils on the Local Government Group Executive and on the National Association of Regional Employers.

Working collaboratively on issues of common interest to the local government community.

Supporting partnership working on migration and asylum.

Trade Union Consultative Arrangements

Maintenance through South West Provincial Council of the regional consultative arrangements with the Green Book Trade Unions.

Dispute and conflict resolution – acting jointly with the Trade Union Side Secretaries.

Sharing Knowledge & Good Practice

Dissemination of good practice examples.

Events and briefing sessions to share learning and encourage collaborative working.

Coordination of Member and Officer Networks to support key roles and specialisms.