

**21 May 2019****OFFER 2020****Purpose**

1. This paper requires a direction of travel by EB on which workforce reforms might be further developed for inclusion in the business case and what further work should be commissioned from the Offer 2020 project board. The paper also requires a confirmation of whether the project should proceed with the proposed Plan A and Plan B.

**Background**

2. At the EB on 4<sup>th</sup> February 2019, the Offer 2020 project provided a summary of FC staff's view on the current employee offer. Two key areas of concern were identified by the focus groups: leapfrogging and the lack of pay progression in recent years.

Whilst Offer 2020 is not only focused upon matters of pay, for the purposes of this EB paper, it is what will be covered here.

The Offer 2020 project board has analysed potential options which could help resolve the leapfrogging and lack of pay progression issues and is proposing a Plan A and Plan B approach. Plan A is a business case which must be approved by the Cabinet Office in due course. Plan B is an alternative way to address these issues using the current pay remit funds and could be applied should Plan A fail to be approved.

**Discussion**

3. See briefing paper

**Resource implications (if needed)**

4. At this stage, there are no resource implications.

**Risk Assessment**

5. The Offer 2020 project has a risk register and mitigations are in place for all risks.

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## **Equality Impact Assessment**

6. An Equality Impact Assessment will be required, as workforce reforms may have an impact on equality. The EIA will therefore be produced at an appropriate stage as the project progresses.

## **Communications**

7. Dale Richards, internal engagement officer, is a member of the Offer 2020 project board and is a key advisor on all communication and engagement matters.

## **Recommendations/ Questions**

8. The Committee are invited to comment on the following

### **Plan A:**

- Which workforce reforms should be taken forward, examined further and potentially included in a business case? Please use appendix 6 to assist with this analysis.
- Does the EB approve a 'task and finish' group to provide recommendations around the operations role?

### **Plan B:**

- Is the executive content with the approach in Plan B: Moving pay bands to spot points?
- Does the executive have a view as to whether spot points should be introduced for all pay bands or just lower pay bands?
- Does the executive agree that a combination of consolidated and non-consolidated awards should be used as the basis for moving pay bands to spot points?

### **FCTU:**

- Is the executive content for the Offer 2020 project to start initial informal discussions with the FCTU on Plan A and Plan B?

**Karen Moore (Offer 2020 programme manager)**

**13<sup>th</sup> May 2019**