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New Associates

Here at SEE we're always looking to extend and enhance the offerings to the organisations with whom we work. And so we're delighted to let you know that we have two new associate consultants working with us.



Sue Noble is a highly experienced and qualified executive coach, trainer and coaching supervisor. She has over 17 years of experience working with local government, not-for-profit organisations and the private sector, and is experienced at delivering qualification programmes with CMI and ILM. Sue will be working with SEE to design and deliver [coaching and mentoring programmes](#) to add to our development repertoire.



Alistair Cope is a social media manager with over a decade of experience working with some of the UK's best-known brands. He has taken over management of SEE's social channels and, with him, SEE is now offering half-day [social media management courses](#) as well as confidence coaching for interview settings. And if you think you've seen Alistair somewhere before you may well have done - he's a classically-trained actor who has made numerous film and TV appearances.

If you'd like to know more about what either Sue or Alistair is offering with SEE, please [get in touch](#).

SEGWARP is changing

The South East Government Warning, Advisory and Reporting Point network, bringing together those with a focus on cyber-security, has been in operation for over ten years now and so it was time to review the way it was managed. SEE has contracted with a new specialist WARP provider to bring renewed focus and vigour to the network which is a key offering for us. We're delighted to now be able to extend membership to any public-facing organisation in the south-east, giving you a chance to share experiences and challenges with like-minded peers. There will be four network meetings a year, held in central London, hearing from experts in the field as well as trusted sources like the National Cyber Security Centre and police regional organised crime units.

Find out more about SEGWARP on our [website](#), or to enquire about joining, [email us](#)

Twitter: @segwarp
#segwarp

Attention HR managers!

The programme is nearly finalised for the annual Strategic HR Network Meeting which will take place in London on 19 November. Places are free of charge and for SEE member organisations only, as a benefit of your subscription.



As always we'll have a pay negotiations update and we've invited a range of speakers who will showcase their approach to adding value to the organisation through management development, coaching and evidence-based decision making. Plus you'll have time to network with colleagues from across the region. This event is open to SEE members only and places must be booked in advance. For more information and to book your place see our [events page](#).

Following the great success of the South East Challenge SEE, with our partners Breckland Training Services, we're running a version tailored specially for those just starting their career in local government. The Apprentice Challenge is an all-day high intensity simulation exercise that gives an opportunity for level 2 and 3 local government apprentices to learn with, and compete against, colleagues from across the sector. Our colleagues in the East of England region hosted the first event recently and, after very positive feedback, we are excited to bring it to our councils.

The challenge will take place on Wednesday 11 March 2020 at the fabulous American Express Community Stadium, near Brighton. There are great public transport and road links with free parking onsite. Places are just £195 per apprentice - great value for an unmissable, invaluable day of training and networking for your brightest and best.

The event is strictly limited to just 48 spaces so [book now](#). [#apprenticeshipchallenge](#)



...and for those further into their career... The 3rd South East Challenge is now open for bookings.

Our 2020 event will take place at the East Sussex National Hotel in Uckfield, East Sussex. As before, the challenge is open to teams of six people in any area of public sector work. Delegates will spend the day as the management team of a fictional local authority, encountering many of the tasks that a real corporate team would deal with. They'll have to work as a team, with neighbouring councils and with partner organisations to deliver a new strategy for the council. They'll have to choose which areas to prioritise, deal with politically sensitive issues and still keep their focus on how to give the public the best services with limited resources.

Our partners Breckland Training Services are [taking bookings](#) for this event. Please ensure you've read their [terms and conditions](#) before committing.

We're also keen to hear from you if you'd like to participate by volunteering to act as an assessor or role-player. If you wish to register your interest please [email us](#).

[#SEchallenge](#)

LGS Pay Negotiations Update

At the recent South East Regional Pay Briefing, Harry Honnor presented the Trade Unions' pay claim for 2020 and sought input from councils in our region. The response from the South East echoed the message that Harry had received from every region.

The National Employers will be meeting on 5 November to receive and discuss the information collected from the regional pay briefings. An offer is unlikely to result from this meeting as this will be the first opportunity the National Employers will have to review and consider the feedback from councils. In addition, the National Employers may decide to await the outcome of Brexit and a possible General Election. Brexit brings uncertainty around the economic landscape, while a General Election will impact how the National Employers future proof the new 2019 pay spine points. The current Government has committed to a National Living Wage of £10.50 by 2024, applicable to all over 21's. However, if we were to see a change of Government, Labour has committed to a £10 minimum wage for all workers over the age of 16 from 1 April 2020. Once an offer is made, negotiations are anticipated to be lengthy as there is likely to be a significant gap between the National Employers' and Unions' positions.

If you have any questions or would like further information please [contact the Employment Team](#).

Councillor Family Friendly Leave

In 2017 the Fawcett Society report 'Women in Local Government' recommended that councils should adopt family friendly and parental leave to attract a wider group to consider becoming a councillor and to retain existing councillors. The LGA Labour Group subsequently developed a model Parental Leave policy for councils and encourages councils to adopt the policy. A number of councils as part of the recommendations of Councillor Independent Remuneration Panels have introduced Parental Leave policies for councillors. Councils that have introduced such policies in the south east include Southampton City, Medway and Windsor and Maidenhead.

To identify the level of take up of Councillor Family Friendly and Parental Leave South East Employers conducted a survey of SEE member councils in September. The survey identified that 32% of the 22 council respondents offered family friendly leave for councillors and a further 14% were considering adoption of a policy. 30 % of respondents had a formal policy with regards to maternity and adoption leave.

Council policies include provision to continue to receive the Basic Allowance for 6 months and for dispensation to be sought should a period of absence of more than 6 months be required (Dispensation to waive the 6 month rule). Other provisions in council policies include continuing to pay a Special Responsibility Allowance during the period of leave and where required appointing another councillor to act up during the designated period of leave. Council policies also support Paternity Leave and provision to Shared Parental Leave.

A key challenge when introducing a policy of family friendly leave should be to ensure that the council and political groups make provision to support the ongoing casework and support required to constituents in the ward or division. In multi member wards this may involve sharing the workload but in single member wards this may be more of a challenge.

Should you wish to discuss the survey findings or the role of the IRP in supporting Family Friendly Leave for Councillors please contact mark@seemp.co.uk

Case Law: What constitutes a 'signature'?

A recent court case over a plot of land could have ramifications for anyone who sends emails with an auto-generated signature.

[Read more...](#)

Coming soon...

Full details of all our upcoming events are available on our website.



**Strategic HR network
for SEE members
19 November 2019
FREE
London**



**Advanced Committee
Administration
27-28 November 2019
£399 / £450
London**



**SEE Law briefing
28 January 2020 or 5
February 2020
£100 / £140
Winchester**

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