East of England LGA Employers’ Services

Here at the East of England LGA we are able to offer support services on a wide range of employer, human resources and organisational development topics.

Get in touch

We have a highly experienced and knowledgeable team so if you have a current or future requirement then please get in touch with us.

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East of England LGA
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Employer Advice

We offer a range of employer information and advice, ranging from assisting elected members with chief executive recruitment and appraisal through to strategic advice and dissemination of national circulars on terms and conditions.

We can provide:
- Strategic HR advice on restructures, mergers and transformation.
- Support with senior recruitment, senior exits and HR projects.
- Investigations and mediation.
- Coaching and mentoring.
- Research, policy and guidance.
- Collation of issues and escalation across regions and nationality as required.
- Collation of opinions and submission of responses to consultations on codes of practice and employment legislation.
- HR surgeries.
- Helpdesk for employment law and national terms and conditions enquiries.
- Resolution of disputes.

Our experienced team have been helping elected members, managers and HR staff for a number of years, and our deep understanding of the context of local government means we can appreciate the implications of any issues raised.

Troubleshooting

We want to support things going right in our member authorities, but we also offer a range of support when things don’t go quite according to plan.

Our support is delivered at the relevant scale for the issue and includes:
- Dispute resolution through joint informal Secretarial visits.
- Working with authorities, trades unions and ACAS to help with senior exits.
- Investigations, mediations and learning reviews.
- Individual outplacement support.
- The development and introduction of people management systems and improvement implementation plans to support local authorities work towards more positive and transparent reward management systems.

- Where individual support is required, we can help on specific research and pay reviews for chief executives and senior teams.

Pay

We work with our local authorities to ensure that they have an affordable and flexible pay, reward and conditions system. As part of our offer:
- We act as intermediary support to facilitate national pay negotiations, and we ensure that all relevant information is disseminated from national to local, and local to national in a timely and comprehensive manner.
- We offer advice on pay and reward strategy, undertake job evaluation, assist with appeals and with the development of appropriate pay systems and paylines.
- We are part of the collaborative ePaycheck system to help authorities benchmark their pay levels.

We can help with equal pay audits and

- We offer advice and dissemination of national circulars on terms and conditions.
- We have the support they need to deal with issues when they occur.

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Development

We support the development of elected members and staff through the provision of accredited courses, as well as enabling people to access trained and experienced coaches from other local authorities and partner organisations.

- We provide coaching and mentoring to chief executives and new heads of HR.
- We can also source external coaches where further capacity is required.

We encourage and support a coaching culture within the local government and administer a coaching pool which is open to all our member authorities and their partners. Through this:
- We help organisations to build internal coaching capacity through the provision of accredited courses, as well as enabling people to access trained and experienced coaches from other local authorities and partner organisations.
- We provide coaching and mentoring to chief executives and new heads of HR.
- We can also source external coaches where further capacity is required.

We also provide other forms of support including:
- The development and introduction of competency frameworks and appraisal systems.
- Help with major transformation projects and culture change.
- Encouragement and support to the take up the Member Charter.