



E-NEWS UPDATE...

Happy New Year 2020 to all LALC Members!

2020 Training Schedule NOW AVAILABLE!

Please see the December LALC News or the LALC Website for all 2020 training courses, details and venues. Places are filling extremely quickly, so book your place early to avoid disappointment!

Please note that the training fees are set to change on 1st April 2020. Details are available in LALC News No. 171 December Edition and on the LALC website.

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Amendment to Training Dates listed in LALC News No.171 December Edition

Please note, unfortunately due to a booking issue with one of the venues and an event being held by NALC we have changed the date of three events since they were listed in the December LALC News. The dates affected are:

- **Freedom of Information & Data Protection Training, Wyberton Village Hall.**
 - Original Training Date: Tuesday 3rd March 2020, 18:00-21:00
 - New Training Date: Tuesday 10th March 2020, 18:00-21:00

- **New Councillors Training Session, Wyberton Village Hall**
 - Original Training Date: Tuesday 15th September 2020, 18:00-21:00
 - New Training Date: Tuesday 8th September 2020, 18:00-21:00

- **LALC Networking Day, venue TBC**
 - Original Date: Tuesday 14th July 2020, 10:00-16:00
 - New Date: Wednesday 15th July 2020, 09:30-16:30

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**Personnel
Advice &
Solutions Ltd**

A Snapshot at the Election Result for Employers.

- **Minimum Wage**

The Government has pledged to raise the National Living Wage to £10.50 by 2024, for everyone aged 22 and over.

- **Parental Working Rights**

There is a commitment to create better workplace protection for parents, such as improving paternity Leave entitlement, possibly up to four weeks from two, and to allow parents of both genders to take extended leave for neonatal care.

- **Flexible Working.**

The Government plan is to encourage flexible working arrangements, to make work more attractive and practical to those who have caring responsibilities. The Flexible Working Bill, which was introduced to Parliament on the 17th July, proposes to require all Employers, including Councils, to provide a predefined list of flexible working arrangements for staff.

Currently Employees with six months continuous employment can request a change to their working hours, but a Council is able to turn the request down for specific reasons such as possible damage to the Council's performance, incur unreasonable additional costs, reduced service to the community, or the Council is unable to find a replacement worker.

The new Bill proposes to remove that refusal option, and instead require the Council to produce a list of workable flexible options for the Employee to consider.

- **Skills and Apprenticeships**

Plans are already being put in place for a national skills fund worth £3bn, which is expected to be match funded by individuals and Employers.

PROFILE: Chris Moses is Managing Director of Personnel Advice and Solutions Ltd and also a Chartered Fellow of the Chartered Institute of Personnel and Development. He also holds a Masters Degree in Employment Law from Leicester University, and has over twenty years front line HR experience.

Further information and advice for Councils can be found by visiting
www.personneladviceandsolutions.co.uk/factsheets

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NALC Spring Conference 2020 — sponsored by BHIB Councils Insurance

Date: 17 March 2020

Venue: Aviva Auditorium, St Helen's, 1 Undershaft, London, EC3P 3DQ

Price: Standard rates have been discounted until 1 March 2020. Member rate = £210 (+ VAT) per person, Non-member rate = £260 (+VAT) per person

NALC Spring Conference 2020 is an essential event for the local government sector, bringing local (parish and town) councils together with other sectors to share, celebrate and advance the crucial work local councils do to build stronger communities. The conference will focus on one of NALC's key campaigns for 2020, health and wellbeing, and how local councils can create healthier communities. The conference is now an established part of NALC's event calendar and one of the most significant events in the sector for local councils.

The conference will include speakers on the latest health and wellbeing policy issues, interactive panels, dedicated time for a Q&A to ask your questions, promoting good practice and an expanded sector-specific exhibition showcasing products and services that can support your council's needs. In addition, there will be a range of sessions to help answer some critical issues, such as:

- What are the health challenges communities are facing?
- How are different tiers of local government collaborating?
- Reaching out to help local councils tackle hidden disabilities
- How the public and private sectors can work together?

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Surveillance Camera Commissioner reminds local councils of regulations

The Surveillance Camera Commissioner Tony Porter has written to local (parish and town) councils in England and Wales reminding them of the rules around the use of surveillance camera systems in public places.

In the letter, he says: "It has come to my attention that there are some instances where [local councils] are installing ANPR cameras to monitor low-speed zones. These systems typically capture data (number plates) and feed it via the internet to a server in partnership with a third-party supplier. I fully understand that speeding offences can be of great concern to you and the communities you serve, and I would not wish to preclude you from tackling these issues head-on.

"That said, ANPR can be an extremely intrusive system, and you must ensure that you are using it within the boundaries of the law, including the Protection of Freedoms Act 2012, the General Data Protection Regulations and the Data Protection Act 2018."

He goes on to say that local councils also need to be wary of working in partnership with third-parties, keeping in mind the Surveillance Camera Code. The code states that you should ensure

partnership arrangements are not being established without proper management controls being applied.

Finally, he encourages local councils to visit his website (<https://www.gov.uk/government/collections/surveillance-camera-guidance-tools-and-templates>) to complete his surveillance camera systems self-assessment tool and his data protection impact assessment.

To read the full letter, please visit the LALC website.

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Pay scales for 2020/21

Around this time of year, NALC can normally announce the new pay scales for local council clerks for the next financial year. You might be aware that these pay scales are based on the local government pay scales negotiated by the National Joint Council (NJC) for Local Government Services. The NJC has stated there will be no progress on negotiations until next year and you can read more on their website <https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>

NALC will of course keep you updated as they hear of progress.

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Sustainable Travel Grants for Local Councils

Parish Councils are invited to apply for grants to of up to £5,000 for creating sustainable travel initiatives within their communities.

Grants will be considered for:

- Cycle Storage – such as cycle stands and canopies
- Community Pool Bikes
- Cycle hub facilities such as pump points and tool stations
- One off cycle events within the community

Other ideas will be considered on a case-by-case basis.

Should you wish to apply please email Philip.watt@lincolnshire.gov.uk with a short description of your ideas. You will then be sent an application form. All applications will be scored with successful applicants informed of their grants in early 2020. Successful grant applicants will also need to complete a grant agreement form. Funding may be used to part fund a project if its value is over £5,000.

The deadline for submission of applications is **January 17th, 2020.**

All work will need to be sourced and carried out by the parish/local council; Access Lincoln/Lincolnshire County Council will not be responsible for sourcing suppliers, installation of equipment, or ongoing maintenance.

If you have any queries please contact Philip Watt, TSG Projects Officer, by email (Philip.watt@lincolnshire.gov.uk)

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The Bishop of Lincoln's Social Justice Fund

At a recent panel meeting, a decision was taken to reduce the maximum grant available from £25,000 to £5,000. The aim is to attract smaller, volunteer led, not for profit organisations and local faith-based groups that need a small grant to support crucial work they're delivering to residents in communities across Greater Lincolnshire.

Future closing dates for receipt of applications will be on 14 January, 14 May and 14 September in each year.

The fund priorities remain unchanged and projects will need to provide clear evidence they're able to deliver outcomes that relate to one (or more) or the following priorities: **Social cohesion** - projects contributing to strong and cohesive communities; **Isolation** - activities that encourage residents to become more active, feel less isolated in their community or raise aspirations/reduce isolation; **Poverty** - applications that tackle poverty in its various forms (e.g. homelessness, debt issues, food and fuel poverty, support and advice).

Previous grants have included support for a volunteer led group that provide meals for homeless and vulnerable people; training and support for mentors to help families deal with crisis; drop-in facilities for those who are lonely or isolated; weekly support sessions for people with addictions; activities for people with dementia and their carers; community gardening projects open to all.

The process is straight forward and our staff are available to answer questions, give advice or simply have a chat. To obtain an Application Form or discuss your idea in more detail, please contact Sue Fortune on 01529 305825 or download details from the grants page at lincolnshirecf.co.uk.

Sue Fortune, Joint CEO at the Foundation says:-

"It's so important that grassroots organisations and churches across our county are given the support and encouragement they need to enable them to continue their fantastic work, particularly those who feel they lack the expertise or confidence to complete an application form. We are here (and happy) to help with the process at every stage. Please do get in touch even if it's just to have a chat".