

Message # 1

Message Key: 000313F0B8574E49613DEDD6AE09494AE17F3D5
From: Mark Egan <M.Egan@gov.je>
To: Charlie Parker <C.Parker@gov.je>
Subject: RE: Workforce modernisation - action required
Date: Thursday, January 18, 2018 16:52 GMT
Attachments: image001.png (26.6 KB)



Hi Charlie

I don't think our staff will tip the balance, not many are union members, and almost all are pretty clued up on this sort of thing. I wrote a blog about the offer and I have also gone round speaking to people to hear their views. Generally the reaction to the offer is that people are underwhelmed but not unrealistic about the constraints faced by the public sector. I've no idea how this vote will go.

Mark

From: Charlie Parker
Sent: 18 January 2018 15:36
To: Chris Stephenson <C.Stephenson@gov.je>; EMT Executive Management Team [REDACTED]; CSB Corporate Strategy Board [REDACTED]
Subject: RE: Workforce modernisation - action required

Colleagues,

What Chris has shared with us makes abundantly clear that we are not - as leaders/senior management - doing enough to engage with teams to explain the WFM package and answer the questions that team members might have, using the briefing information that has been distributed.

As members of EMT agreed at Tuesday's meeting, we need to do more.

I would therefore like to see a summary of plans for each department and corporate function, for what you are doing proactively to engage on this issue - both at a leadership/senior management level, and a manager/team level.

This is definitely not about managers telling staff to vote yes: it is about ensuring that staff have the information they need to make the right judgement, and that they have the opportunity to ask questions, and have misunderstandings clarified and inaccuracies corrected.

Can you please provide a note to me of your activities, including where you may need to bolster them in the light of Chris's email, by close of play tomorrow (Friday) and copy it to [REDACTED] and Stephen Hardwick.

Thanks

Charlie

Charlie Parker, Chief Executive Officer
Chief Minister's Office
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Article 25

Cyril Le Marquand House, PO Box 140, St Helier, Jersey JE4 8QT

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[https://soj/SiteCollectionImages/EcoActiveLogoColour.png]<https://soj/pages/newsitem.aspx?NewsID=677>

From: Chris Stephenson
Sent: 18 January 2018 15:12
To: EMT Executive Management Team [REDACTED]; CSB Corporate Strategy Board [REDACTED]
Subject: Workforce modernisation - action required

Dear colleagues,

[REDACTED] and I attended the joint union meeting on workforce modernisation last night, which was organised at Hautlieu School. Roughly 250 people attended and it was streamed live on Facebook, which was innovative for our TU's.

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The structure of the evening was:

- * A presentation - which concentrated on pay, the read across model and pensions, with hardly anything about terms and conditions.
- * Then, five minutes speeches from the podium - by Kenny McNeil (RCN), Bob King (Prospect), Nick Corbel (UNITE), and Jason Cronin (JNA).
- * Lastly, questions from the floor.

My view is the unions are focusing on three areas [REDACTED]:

- * [REDACTED] and future differences between pay awards and RPI.
- * [REDACTED] the read across doesn't provide equal pay for work of equal value.
- * And solidarity, i.e. [REDACTED].

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My two main concerns are:

- * [REDACTED]
- * [REDACTED]

[REDACTED] spoke to you at Tuesday's meeting about the need to encourage line managers to be out and talking to staff. Having seen last's night's presentations, it is of the utmost importance that we proactively address the misconceptions, continue to educate staff and respond to their concerns.

We need you and your senior managers to be wa king the floors and your line managers to be speaking to their people to ensure they are correctly informed and have confidence in the offer.

I look forward to your support on this - please let me know if you need anything further from me or the team.

Chris

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Mobile [REDACTED]

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Message # 2

Message Key: 000313F04992F85AB0B7D1F5454B9CFAE576E23F
From: Charlie Parker <C.Parker@gov.je>
To: Mark Egan <M.Egan@gov.je>
Addressed To: m.egan@gov.je
Subject: RE: Workforce modernisation - action required
Date: Tuesday, January 23, 2018 16:54 GMT
Attachments: image001.png (26.6 KB)



Mark

Thanks for the update. Do you have anything extra planned for this week and next at all?

Cheers

Charlie Parker, Chief Executive Officer

Chief Minister's Office

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Article 25

From: Mark Egan

Sent: 18 January 2018 16:52

To: Charlie Parker <C.Parker@gov.je>

Subject: RE: Workforce modernisation - action required

Hi Charlie

As per message 1

Message # 3

Message Key: 000313F00CFA7054355F0DD7338304F9CA4822E9
From: Mark Egan <M.Egan@gov.je>
To: Charlie Parker <C.Parker@gov.je>
Subject: RE: Workforce modernisation - action required
Date: Wednesday, January 24, 2018 09:44 GMT
Attachments: image001.png (26.6 KB)



I'll put an email round and chat to a few of our opinion formers
M

From: Charlie Parker
Sent: 23 January 2018 16:55
To: Mark Egan <M.Egan@gov.je>
Subject: RE: Workforce modernisation - action required


Mark

Thanks for the update. Do you have anything extra planned for this week and next at all?

Cheers

As per message 1 and 2

Message # 4

Message Key: 0003144F0362C6907377E17A918C5C3E802D694C 

From: Charlie Parker <C.Parker@gov.je>

To: [redacted] Ian Burns <I.Burns@gov.je>, John Quinn <john.quinn@gov.je>, John Rogers <J.Rogers@gov.je>, Richard Bell <R.Bell@gov.je>, Julian Blazeby <J.Blazeby@gov.je>, Kate Nutt <K.Nutt@gov.je>, Anthony McKeever <A.McKeever@health.gov.je>, Mark Egan <M.Egan@gov.je>, Tom Walker <T.Walker@gov.je>, Mark Rogers <M.Rogers@gov.je>, Stephen Hardwick <S.Hardwick@gov.je>, Richard Corrigan <R.Corrigan@gov.je>, Catherine Madden <C.Madden@gov.je>, Susan Devlin <S.Devlin@health.gov.je>, Paul Bradbury <P.Bradbury@gov.je> [redacted]

Addressed To: a.mckeever@health.gov.je, v.page@gov.je, k.nutt@gov.je, r.corrigan@gov.je, j.blazeby@gov.je, c.madden@gov.je, p.br
adbury@gov.je, i.burns@gov.je, j.rogers@gov.je, s.hardwick@gov.je, r.bell@gov.je [redacted], john.quinn@gov.
je, m.rogers@gov.je, m.egan@gov.je, t.walker@gov.je, s.devlin@health.gov.je

Subject: CSB meeting - 16th October

Date: Monday, October 15, 2018 18:51 BST

Colleagues

Article 25

CSB meeting
16th October

I have been advised by Richard Bell that he has to go to a Scrutiny meeting tomorrow during his slot for the Financial Monitor and in addition, I will be leaving the meeting early [redacted]. Having met with Trade Unions last week and the Nurses today, I also want to have a quick update session on Pay. Therefore, I am suggesting that we start our meeting at 9.30am and take the item on the Financial Monitor followed by a conversation on Pay and then the Accommodation Strategy presentation. After which you can go back to core Agenda in order that Richard can be back for the discussion on the Children's Improvement Plan.

I hope that makes sense and colleagues can rejig attendance accordingly.

Charlie

Charlie Parker
Chief Executive Officer and Head of Public Service
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