

## **NALC chairman Cllr Ken Browse speech to joint Norfolk/Suffolk employment conference**

It's great to be back in Norfolk to speak at this joint conference hosted by the Norfolk and Suffolk Associations of Local Councils. I would like to thank Helen and Shona for all their hard work and Councillors Phillip Hayes and Peter Wilkinson - your representatives on NALC's National Council. We are working very closely together to make sure we are helping you help your communities

I'm glad to see so many people here today – the employment relationship in a council is such a key part of any council's success and it is so often overlooked or misunderstood.

NALC believes – and I believe - that the defining indicator of good council is how it looks after its people. It doesn't matter whether the council employs a single member of staff for a few hours a week, or a large team of people. Good employment practice from recruitment through to support and development is key to achieving the best outcomes for our communities.

Being a good employer is not just a legal requirement – it's central to getting results. We need it to keep improving delivery of council services for our citizens.

That is why I am so pleased to come to Norfolk and speak at this event. And also why I am so pleased to launch the updated guide to 'Being a Good Employer'. You will all get a free copy of this guide for attending this event.

This booklet is an essential resource for councillors – it gives straightforward guidance to key employment areas. There is no excuse now – we all can learn how to be good employers.

I hope the conference today helps you learn and think about how your council undertakes its responsibilities as an employer. If you then realise you would like more support in this then there are further ways we can help.

Your County Associations will be able to support you – and they can let you know what is available from them locally.

On top of this, through your membership of NALC and your County Association you have access to NALC's legal services, which include legal advice, briefings and a range of legal topic notes relating to employment matters.

There is also the Local Council Award Scheme which has a number of criteria that reflect the council's employment practices – from policies to continuous professional development. So you can be reassured that what you have put into place is meeting national standards of good practice.

So I hope you can see how committed your local and national associations are to helping you in this agenda. I am sure you will have a useful and productive day. I know that our head of legal services – Jane Moore - is speaking later today alongside a host of experts. So do make the most of today and take the chance to pick their brains.

I will finish now by wishing you every success. I am confident that with all the support that is available at this event and after today through guidance and ongoing support, that you will continue to drive your council to develop its role as a good employer.

Thank you