

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at The Castle, Winchester on
Thursday 2 November 2023

Chairman:

* Councillor Kirsty North

* Councillor Stephen Parker

* Councillor Stephen Philpott

* Councillor Adrian Collett

* Councillor Steve Forster

* Councillor Keith House

Councillor Zoe Huggins

* Councillor Arun Mummalaneni

*Present

65. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Zoe Huggins.

66. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

67. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting held on 30 June 2023 were agreed and signed by the Chairman.

68. DEPUTATIONS

There were no deputations received on this occasion.

69. CHAIRMAN'S ANNOUNCEMENTS

The Chairman was pleased to announce that the re-signing of the Armed Forces Covenant had taken place recently. This re-signing was in continued recognition

and support of the large Armed Forces and Veteran community in Hampshire and covers the support offered through our service directorates as well as the support offered to our workforce in line with national legislation.

70. **PAY AND LEGISLATION UPDATE**

The Committee considered a report of the Director of People and Organisation giving an update on pay and legislation.

Councillor Keith House declared a non-pecuniary interest in this item as a member of the National Employers' Organisation for School Teachers and the JNC for Local Government Services.

Each element of the report was briefly introduced and a number of key details discussed. In doing so, Members were advised that since the report had been published, the national pay award for local government employees had been agreed for 2023 and would be paid in December salaries, backdated to 1 April 2023.

The Director also advised on several Bills that were passing through parliament:

- Neonatal care (Leave and Pay) Act 2023 - not expected to commence until 2025
- Carer's Leave Act 2023
- Protection from Redundancy (Pregnancy and Family Leave) Act 2023
- Employment Relations (Flexible Working) Act 2023
- Strikes (Minimum Service Levels) Act 2023

RESOLVED:

1. That EHCC note that the pay award for Local Government employees (those paid on EHCC terms and conditions) had been agreed for 2023 and would be backdated to April.
2. That EHCC note that all teacher unions have confirmed their members have voted to cease strike action in relation to the pay award of 6.5% from 1 September 2023. However, NASUWT remain in dispute on 'excessive workload and long working hours' and are taking industrial action short of strike in Autumn.
3. That EHCC note several new employment-related Acts that are pending commencement regulations.

71. **HAMPSHIRE COUNTY COUNCIL PAY STATEMENT – FINANCIAL YEAR 2024/25**

The Committee considered a report of the Chief Executive regarding the County Council's Pay Statement for financial year 2024/25.

The Committee heard that following publication of this report, the Pay Settlement for 2023/24 had been agreed and that this statement would be updated prior to it being considered by Full Council in February next year.

The main points of the report were summarised and Members noted that Section 39 of the Localism Act requires that a Pay Statement required under the Localism Act is prepared and approved by full Council prior to 31 March immediately preceding the year to which it relates.

RESOLVED:

1. That the EHCC Committee recommends to the County Council approval of the Pay Statement as detailed in the report and at Appendix A, setting out the County Council's policies in respect of pay accountability for the financial year 2024/25 in accordance with the requirements of the Localism Act.
2. That the EHCC Committee delegates authority to the Chief Executive, in consultation with the Chairman of the EHCC Committee, to make any changes to the draft Pay Statement consequential upon any changes to legislative requirements or other statutory guidance or changes to remuneration of staff, the creation of new roles, and changes to existing roles or responsibilities determined prior to consideration of the Pay Statement by Full Council.

72. MEMBERS' ALLOWANCES SCHEME 2023/24 - REVIEW OF SPECIAL RESPONSIBILITY ALLOWANCES

The Committee gave consideration to the recommendations of the Independent Remuneration Panel (IRP) which met on 7 September 2023 to review Special Responsibility Allowances for the roles set out in paragraph 1 a), b) and c) of the report and members of the Pension Fund Panel and Board.

RESOLVED:

That the EHCC Committee:

1. Thank the IRP for their work in considering this matter and their recommendations
2. Notes the recommendations of the IRP.
3. Recommends to the County Council that approval be given to continued payment of the SRAs for the role of Deputy Leader of the Council, Opposition Group Leaders and Opposition Group Spokespersons without further changes and that no other amendments are to be made to the Members' Allowance Scheme, if appropriate, taking into account the recommendations of the IRP and the views of the EHCC Committee.

73. CHIEF OFFICER UPDATE

The Committee considered a report of the Director of People and Organisation giving an update on changes to the Chief Officer Group following the retirement

of the Director of Children Services and subsequent period of interim appointments for the Director and Deputy Director of Children's Services.

RESOLVED:

That the Committee notes the permanent changes to the Chief Officer Group through the appointment of a replacement Director and Deputy Director of Children's Services.

Chairman
19 March 2024