

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at The Castle, Winchester on
Tuesday, 19th March, 2024

Chairman:

* Councillor Kirsty North

* Councillor Stephen Parker
* Councillor Adrian Collett
* Councillor Steve Forster
* Councillor Keith House
Councillor Zoe Huggins
Councillor Arun Mummalaneni

* Councillor Stephen Philpott
Councillor Lulu Bowerman
* Councillor Peter Latham
Councillor Tanya Park
Councillor Jackie Porter

*Present

74. APOLOGIES FOR ABSENCE

Apologies were noted from Councillors Zoe Huggins and Arun Mummalaneni.
Councillor Peter Latham attended the meeting as a Conservative deputy.

75. 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.

76. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting held on 2 November 2023 were agreed and signed by the Chairman.

77. DEPUTATIONS

There were no deputations on this occasion.

78. CHAIRMAN'S ANNOUNCEMENTS

In noting Item 7 – “Chief Officers Update” and the exempt appendix on the agenda, the Chairman thanked those officers who were either retiring or leaving the organisation and wished them all the best for the future.

79. PAY AND LEGISLATIVE UPDATE

The Committee considered a report of the Director of People and Organisation (Item 6 in the Minute Book) giving an update on pay and legislation matters.

The Director summarised the main points in the report and Members were advised that:

- equal pay matters had been thoroughly debated by this Committee over a number of years and considerations continue to be made as part of ongoing ‘business as usual’ practices within HR
- the elements of the pay claim for 2024 (other than the percentage award) described in paragraph 25, even if they were agreed nationally, would not apply to Hampshire County Council as the EHCC agreement defines working hours per week and annual leave entitlement. Future communications would be sent to staff in this respect to avoid any confusion which may arise.

RESOLVED:

1. That EHCC note that the 2023 national pay award for Local Government employees (those paid on Grades A-G EHCC terms and conditions) has now been accepted and was implemented in pay in December 2023.
2. That EHCC also note that as per EHCC decision in March 2023, the pay award was implemented in December 2023 pay for Grades H+.
3. That EHCC note the Trade Union side’s pay claim for April 2024.
4. That EHCC note that Cabinet is proposing to sign the Local Declaration on Tobacco Control, which is a public statement of the Council's commitment to action on tobacco control and to protect people from the harm caused by smoking.
5. That EHCC agree to apply the national pay award agreed (for those paid on Grades A-G EHCC terms and conditions) to staff on Grades H and above, with effect from 1 April 2024. This is on the basis that national negotiations are concluded and that the national pay award does not exceed 3% of the pay budget.
6. That EHCC note the pay award for 2023 for Teachers was applied in December payroll and the current position on the national Teachers pay award for September 2024. Further, that the NASUWT’s mandate for industrial action on workload and excessive working hours has now expired.
7. That EHCC note that the national pay award for Soulbury staff covering 2022 and 2023 has been agreed and was implemented in February 2024 payroll.
8. That EHCC note several new employment-related Regulations are coming into force in April 2024, requiring action from Officers.

80. CHIEF OFFICERS UPDATE - LESS EXEMPT APPENDIX

The Committee considered a report of the Director of People and Organisation (Item 7 in the Minute Book) regarding changes and upcoming changes to the Chief Officers Group.

During the discussion, Members noted that having designated post holders for Council's statutory responsibilities was common practice nationally.

RESOLVED:

1. That EHCC notes the contents of the report.
2. That EHCC notes the changes described in the exempt appendix

81. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That the public be excluded from the meeting during the following items of business, as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during these items there would be disclosure to them of exempt information within Paragraphs 1, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons set out in the reports.

82. CHIEF OFFICER UPDATE - EXEMPT APPENDIX

The Committee received and noted an exempt appendix in relation to the Chief Officers Update Report.

83. AMENDMENT TO SICKNESS ABSENCE POLICY

The Committee considered an exempt report of the Chief Executive (Item 10 in the Minute Book) regarding an amendment to the County Council's Sickness Absence Policy and agreed the recommendations set out within it.

SUMMARY OF AN EXEMPT MINUTE

Chairman,
21 June 2024