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NOTICE OF MEETING

Meeting	Independent Remuneration Panel
Date and Time	Thursday, 7th September, 2023 at 10.00 am
Place	Chute Room, The Castle, Winchester
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING (Pages 3 - 6)

To confirm the minutes of the previous meeting held on 6 October 2022.

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. MEMBERS' ALLOWANCES SCHEME 2023/24 - REVIEW OF SPECIAL RESPONSIBILITY ALLOWANCES (Pages 7 - 52)

To consider a report of the Director of People and Organisation providing information to support a review by the Independent Remuneration Panel of some of the Special Responsibility Allowances (SRAs) in the Council's Members' Allowances Scheme together with consideration of a request for a new SRA.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

Agenda Item 3

AT A MEETING of the Independent Remuneration Panel of HAMPSHIRE COUNTY COUNCIL held at the Castle, Winchester on Thursday, 6th October, 2022

In attendance:

Julia Abbott, David Heck, Pinky Kwok and Rosemary Lynch

Also present with the agreement of the Chairman: Councillors Crawford, Collett, Humby and Tree,

9. APOLOGIES FOR ABSENCE

Apologies were received from Martin James.

10. 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 Non-Pecuniary interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 2 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.

11. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 29 September 2021 were agreed as a correct record and signed by the Chairman.

12. DEPUTATIONS

There were no deputations on this occasion.

13. CHAIRMAN'S ANNOUNCEMENTS

The Chairman noted that despite being unable to attend the meeting, Martin James had contributed his thoughts on the items for consideration and that these would be taken into account.

14. AMENDMENTS TO THE MEMBERS' ALLOWANCES SCHEME 2022/23

The IRP considered the report of the Monitoring Officer regarding Special Responsibility Allowances (SRAs) for a number of different roles and the recommendation of potential subsequent updates to the Members' Allowances Scheme.

The Panel acknowledged the information that had been provided to them in respect of all of the SRAs in the report and noted that they had also taken the opportunity of conducting benchmarking comparisons with other Councils to use as a point of reference.

Deputy Leader SRA

With regard to an SRA for the role of Deputy Leader, the Panel heard from the Monitoring Officer who confirmed that this was a statutory position to which one of the Executive Members must be appointed and who is automatically required to act in place of the Leader in the Leader's absence. The Panel also heard from the Chief Executive, who illustrated the Deputy Leader role and in particular the need to be up to speed on all topics in order to be able to represent the Leader through her own knowledge of the multi-faceted ways in which Leader and Deputy Leader work together, as well as through comparison with her own experience of being a Deputy Chief Executive. She noted that the role of Deputy Leader added vital capacity and support to the Leader in their role in charge of a large and complex organisation. The Leader of the Council also addressed the Panel, explaining that he had previously been Deputy Leader for three years, highlighting the importance of a seamless partnership between Deputy Leader and Leader.

The Panel recognised that the scale of the County Council brought significant pressures on the leadership and noted that although the Deputy Leader did not hold any specific additional decision making responsibility, the role should be particularly recognised in terms of Executive responsibility and representing the County Council within the administrative area of the County Council and the wider community, and consequent reputational significance. It was noted that many other Authorities do pay a Deputy Leader SRA. It was proposed and agreed to recommend to the County Council that:

An SRA for the Deputy Leader equivalent to 70% of the Leader's SRA be added to the Members' Allowances Scheme, to be backdated to the 2022 County Council AGM. That this be subject to review in 12 months.

Opposition Group Leader SRA

With regards to the review of the SRA for Opposition Group Leaders and Opposition Spokespersons, the Panel noted that these were longstanding areas of discussion and expressed their ambition of a solution that was inclusive, future proofed and evidence based. Considering the Group Leader SRA first, the Panel heard from the Liberal Democrat Deputy Leader and the Leaders of the Labour and Independent Groups. It was established that there was no formal Leader of the Opposition role – each Group was a separate opposition to the Administration. The Councillors highlighted a number of key elements of their respective roles and it was noted in particular that the Group Leader role was similar across the board in terms of needing to understand all areas of the

Council and represent their Group. Furthermore, the differing sizes of the Group brought both challenges and advantages and could not be easily related to workload as a larger Group resulted in more Members to manage, but also more capacity to draw upon. A fundamental unfairness in having an arbitrary Group size as the cut off point for a Group Leader SRA was therefore identified.

Noting the content of the report and the representations received, the Panel expressed their view that an alternative calculation for an Opposition Group Leader SRA should be implemented that did not rely on a minimum Group size (it was accepted that a Group was two or more Members). It was proposed and agreed to recommend to the County Council that:

The SRA for Opposition Group Leaders should amount to 55% of the SRA for the Leader of the Council, divided proportionally between all Opposition Groups (consisting of two Members or more) according to the number of seats held by that Group on the County Council. That this be backdated to the 2022 County Council AGM, but any detrimental impact should not result in any SRA already paid in 2022/23 by the time of the County Council's decision being subject to repayment. That the SRA for Opposition Group Leaders be subject to review in 12 months.

Opposition Group Spokesperson SRA

With regard to the SRA for Opposition Group Spokespersons, the Panel noted that the current threshold for receipt of an SRA was based on a Group size of eight Members or more. Comparison with other Authorities had revealed that many did not pay an SRA for this role, but it was confirmed that it was permissible to do so in accordance with the legislation. The Panel received representations from each of the Opposition Groups who highlighted that in a similar way to the Group Leaders, the Opposition Spokespersons all carried out a similar function regardless of their Group size and therefore a similar unfairness in the Group size criteria existed.

The Panel were keen to introduce a solution that would remove the need for a minimum Group size, however recognised that small Groups did not always qualify for a seat on all of the six Committees for which an Opposition Spokespersons allowance was payable, due to the application of proportionality rules. Having considered a number of alternatives, it was proposed that to resolve this, and to mirror the solution recommended for Group Leaders it be recommended to the County Council that:

That an SRA for Opposition Group Spokespersons should be paid to Opposition Group Spokespersons on each of the County Council's ordinary Select Committees and the Health and Adult Social Care Committee and the Regulatory Committee. The overall SRA payable should amount to 55% of the SRA for the Chairman of an ordinary Select Committee, divided proportionally between all Opposition Groups represented on each respective Committee (following agreement of the proportionality table and appointments by the County Council). The SRA to be divided according to the number of seats on the County Council held by each Opposition Group represented on each respective Committee as referred to above. That this be backdated to the 2022 County Council AGM,

but any detrimental impact should not result in any SRA already paid in 2022/23 by the time of the County Council's decision being subject to repayment. That the Opposition Group Spokespersons SRA be subject to review in 12 months.

Assistant to the Executive/River Hamble Harbour Board Chairman SRA

The Panel reviewed the SRAs for the roles of Assistant to the Executive – Adult Services and Public Health and Assistant to the Executive – Children's Services and Chairman of the River Hamble Harbour Board. It was noted that there was an error in paragraph 8 of the report as although the agreed SRA for the first two roles was equivalent to 25% of the SRA for an Executive Member, the agreed SRA for the Chairman of the River Hamble Harbour Board was equivalent to 25% of the SRA for a Select Committee Chairman. The Panel acknowledged the supporting evidence relating to each of these roles attached to the report and agreed that they were in line with the size, scale and range of responsibilities of the County Council as originally envisaged. It was therefore proposed and agreed to recommend to the County Council that:

The SRA for the roles of Assistant to the Executive – Adult Services and Public Health and Assistant to the Executive – Children's Services and Chairman of the River Hamble Harbour Board continue at the previously agreed rates.

Chairman,

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Independent Remuneration Panel
Date:	7 September 2023
Title:	Members' Allowances Scheme 2023/24: Review of Special Responsibility Allowances
Report From:	Director of People and Organisation

Contact name: Paul Hodgson, Head of Legal Services

Tel: 0370 779 3213

Email: paul.hodgson@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to provide information to the County Council's Independent Remuneration Panel (IRP) to enable the IRP to review the following allowances:
 - a) Special Responsibility Allowance (SRA) for the role of Deputy Leader of Hampshire County Council
 - b) Review of the SRA for Opposition Group Leaders
 - c) Review of the SRA for Opposition Spokespersons
2. The IRP is also asked to consider a new submission from the Labour Group for an SRA for members of the Hampshire Pension Fund Panel and Board.

Recommendations

3. That the IRP consider whether any adjustment be made to the current level of SRAs as detailed in 1 a), b) and c) above after 12 months of operation and make recommendations to the Council.
4. That the IRP consider the submission at Appendix 2a from the Labour Group for an SRA for members of the Hampshire Pension Fund Panel and Board and make recommendations to the Council.

Contextual information

5. The legislative framework governing the payment of Members' Allowances is set out in the Local Authorities (Members' Allowances) (England) Regulations (the Members' Allowances Regulations) 2003 ("the Regulations").
6. Under the provisions of the Regulations, the County Council is required to make a Members' Allowances Scheme for the payment each year of Members' Allowances. Provision in respect of the current Members' Allowances Scheme for 2023/24 were determined by the County Council at its meeting on 17 February 2022. Once a Members' Allowances Scheme is made for any year it may be amended during the year in question in accordance with the Regulations. It is also possible under the Members' Allowances Regulations for any amendment to the Members' Allowances Scheme to be backdated to the beginning of the financial year in which any such amendment is made.
7. Some changes to the structure of the organisation and consequentially a change to the Cabinet portfolios came into effect on 1 January 2023. A briefing note setting out these changes is attached at Appendix 1 to this report. Following a period of time for these changes to embed, a review of the County Council's scrutiny function resulted in a move from five to four Select (Overview and Scrutiny) Committees and the disbanding of the Buildings, Land and Procurement Panel as approved by the full Council on 18 May 2023 [County Council AGM - 18 May 2023](#)
8. The SRAs for the roles set out in paragraph 1 a), b) and c) were considered by the IRP on 6 October 2022 and approved by the County Council on 24 November [Members Allowances Scheme 2022-23 \(hants.gov.uk\)](#) on the basis that the allowances would be reviewed in 12 months' time.
9. Information about the role and responsibilities of Deputy Leader of Hampshire County Council and the work carried out in the last 12 months' is provided at Appendix 2 to this report.
10. Statements about the roles of Opposition Group Leader and Opposition Group Spokespersons in relation to the current level of SRAs have been submitted by the Leaders of the Independent Group, and the Labour Group to inform the IRP's review. These can be found at Appendices 3a and 3b to this report.
11. The submission by the Labour Group at Appendix 2a also contains a submission for an SRA for members of the Pension Fund Panel and Board. Further information about the Pension Fund Panel and Board and the role of its members can be found at Appendix 4.

Conclusions

11. The IRP is asked to consider the matters detailed above together with the supporting documents and make recommendations to the Council as appropriate.

12. The recommendations of the IRP will be considered by the County Council's Employment in Hampshire County Council Committee (EHCC) prior to consideration by the County Council.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

This proposal does not link to the Strategic Plan but, nevertheless, requires a recommendation in consequence of the requirements of the Members' Allowances Regulations.

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Independent Remuneration Panel Meeting	6 October 2022
Employment in Hampshire County Council Committee (Minute 44)	8 November 2022
County Council Meeting (Minute 121)	24 November 2022
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>
Local Authorities (Members' Allowances) (England) Regulations	2003

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

The recommendations in this report relate to the allowances paid for specific roles of individual elected Members and as such there is no impact on groups with protected characteristics.

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Briefing Note for Hampshire County Council’s Independent Remuneration Panel

Change to Organisational Structure

1. In late 2022, Hampshire County Council undertook a review of its organisational structure.
2. To support this review, the corporate management team documented the ‘as is’ organisational model for the County Council – i.e., how the work of the County Council was organised into departments and services prior to the review. The high-level organisational model (as it was in November 2022) is shown below in figure 1. (NB “AH&C” was the Adult’s Health and Care Department; “CCBS” was the Culture, Communities and Business Services Department; “CSD” was the Children’s Services Department; and “ETE” was the Economy, Transport and Environment Department).

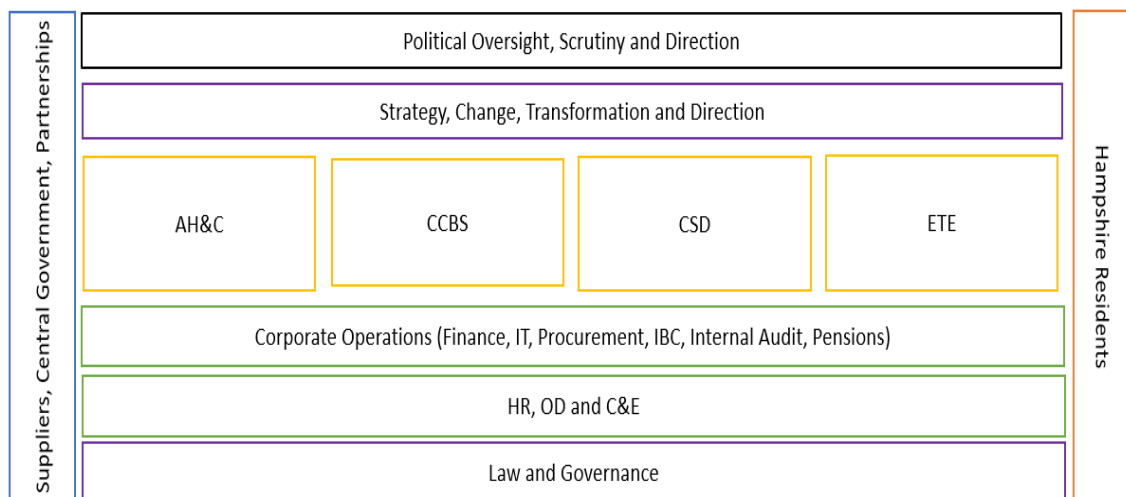


Figure 1 – ‘AS IS’ high-level organisation model

Principles underpinning the changes

3. The following strategic principles informed the thinking behind the proposed redesign of the organisation:
 - i) The concept of Corporate Directorship i.e., giving direction to HCC as “one organisation”, determining the strategic objectives and policies for HCC, jointly accountable for HCC activities to third parties and stakeholders, taking decisions on behalf of HCC.

A desire to differentiate between different cohorts of Service Users – i.e., Adults, Children and those services that are universally available to all the residents of Hampshire, led by three Service Director roles.

- ii) A belief that collaboration across the organisation and wider partners is essential to the effective delivery of services, with key relationships being determined by the desire to achieve the best outcomes for service users, irrespective of the directorate from which the work is led.
- iii) A desire to ensure the County Council maintains a clear focus on the 'Place' that is Hampshire, and its ambitions for the County as described in the Hampshire 2050 vision.
- iv) The notion that enabling functions should be managed from the corporate centre to create maximum efficiency, effectiveness and consistency as well as reducing duplication – led by two Director roles who are essentially the Chief *Finance* Officer and Chief *People* Officer.

The importance of making financial efficiencies at senior levels, ahead of those that will need to follow more widely across the organisation the financial challenges expected in 2025 are approached.

Organisational Directorate Changes

4. The most fundamental change to the County Council's structure was the disbanding of the previous Culture, Communities and Business Services (CCBS) and Economy, Transport and Environment (ETE) public facing service departments.
5. In their place, two new directorates were created:
 - **Hampshire 2050** – focused on the 'Place' that is Hampshire, and delivering our Hampshire 2050 vision
 - **Universal Services** – bringing together the delivery of public facing services universally available to all, as well as services which directly support all other public facing services (i.e., Adults' Health and Care, and Children's Services).

In addition, all remaining departments became known as **directorates**, with HR, OD, Communications and Engagement being renamed to **People and Organisation**, and incorporating Law and Governance.

6. The new, high-level organisation model is outlined in figure 2 below:

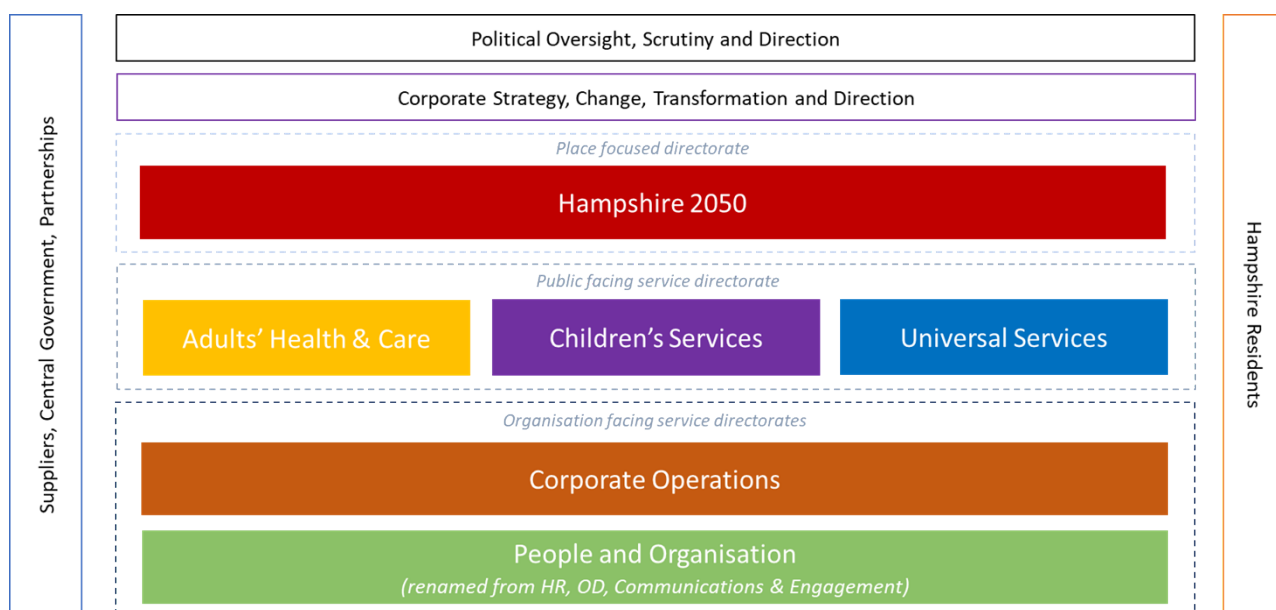


Figure 2 – proposed high-level organisation model

7. The changes implementing the above organisational structure took effect from 1 January 2023 and the above structure remains in place.

Changes to Executive Functions

8. Separately from implementation of the new organisational structure, the Leader revised the Executive Portfolios of Cabinet Members, as set out at Part 2, Chapter 3 of the Constitution. The revised Executive Portfolios were also effective from 1 January 2023.

9. Details of the revised Executive Portfolios are set out in Annex 1.

Changes to Scrutiny Functions and Select Committees

10. Prior to January 2023, the County Council had five Select Committees (Overview and Scrutiny Committees) as below and as set out in detail at Annex 2:

- Policy and Resources Select Committee (14 members)
- Children and Young People Select Committee (16 members)
- Culture and Communities Select Committee (14 members)
- Health and Social Care Select Committee (16 members)
- Transport and Environment Select Committee (16 members)

11. With effect from 1 January 2023, the Select Committees were changed as follows, in order to reflect the new organisational structure and revised executive portfolios (the full details are as set out in Annex 3):

- Hampshire 2050, Corporate Services and Resources Select Committee (14 members)
- Children and Young People Select Committee (16 members)
- Health and Social Care Select Committee (16 members)
- Universal Services Transport and Environment Select Committee (14 members)
- Universal Services Countryside and Regulatory Select Committee (14 members)

12. At its meeting on 22 May 2023, the County Council resolved to make some further changes to its Select Committees as follows:

- The Universal Services Transport and Environment Select Committee, the Universal Services – Countryside and Regulations Select Committee (and BLAPP) were disbanded;
- A new single Universal Services Select Committee was created, comprised of 17 members;
- The Membership of the Hampshire 2050, Corporate Services and Resources, Children and Young People and Health and Social Care Select Committees was increased so as to comprise 17 members for each.

13. The full remit of each of the current (now four) Select Committees is set out at Annex 4.

Political Groups and Seat Allocation on Select Committees

14. The County Council currently has four political groups as follows:

- Conservative (53 members)
- Liberal Democrat (17 members)
- Labour (3 members)
- Independent (4 members)

(NB there is also one “unaffiliated member” giving a total of 78 members on the County Council).

15. Each political group is represented on all four of the Select Committees in the proportions shown below. Each of the four political groups has an “Opposition Spokesperson” on each of the Select Committees.

Members:	78.00	53	17	3	4	1
A: Council Committees and Panels						
Select Committees	Seats					
Hampshire 2050	17	12	3	1	1	0
Children and Young People	17	11	4	1	1	0
Universal Services	17	11	4	1	1	0
Health & Adult Social Care	17	11	4	1	1	0

ANNEX 1 – Revised Executive Portfolios as at 1 January 2023

Responsible Person	Functions
<p>Leader and Executive Member for Hampshire 2050 and Corporate Services</p>	<p>Leader of the County Council and Chairing and managing the Executive and its work.</p> <p>Overall strategy (including Serving Hampshire - Strategic Plan), policy and co-ordination ‘across the board’, promoting the Hampshire rural estate, and the direction and utilisation of strategic resources and strategic asset management. Partnerships with a focus on rural initiatives, to the benefit of Hampshire, climate change, rural and environmental policy.</p> <p>Primary directorate links – Hampshire 2050, Corporate Operations, and People and Organisation.</p> <p>Service area responsibilities – Health and Safety; Emergency Planning functions pursuant to the Civil Contingencies Act 2004 and services within the above Directorate remit areas; except where any area has been specifically allocated within the remit of another Executive Member.</p> <p>Functional areas – policy; strategic overview; overall performance; budget strategy; IT services; Commercial Strategy, including procurement policies and outcomes; development of income generation policies across the board;</p> <p>Strategic Land Programme (including County Farms); Land Disposals (£1Million plus); Land Acquisitions (£500k plus) and acquisitions requiring corporate funding; Leases overall rental commitment (£1Million plus); Strategic Asset Management.</p> <p>Economic Strategy & Recovery Plan; Economic Development Programme and Projects including Tourism, Marketing and Inward Investment. Partnerships with the focus on rural initiatives; Responsibility for building relationships with businesses in Hampshire.</p> <p>Local Transport Plan; Environment Strategy; Transport for the South East/Solent Transport; Minerals and Waste Local Plan; Strategic Transport projects; Strategic Environment Projects; Bus</p>

	<p>Service Improvement Plan.</p> <p>Developing links with other agencies and other local authorities regarding the development of rural activity. Overall responsibility for the County Council's relationships with Parish, Town and District and Borough Councils.</p> <p>Climate Change Action Plan; Annual State of the Environment Report; Climate Change Expert Forum; Rural Communities Strategy.</p> <p>Cultural Trust, including arts and museums; Rural Broadband; Monitoring and developing the sustainability of the natural environment and heritage of rural Hampshire; Archaeology.</p> <p>Parish and Town Council Investment Fund and the Rural Affairs Development Fund.</p> <p>Skills and participation (excluding Children's Services statutory functions). Corporate oversight of the County Council's Grant Management System; and Members' Devolved Budgets.</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with minority parties.</p> <p>This Executive Member is also the Chairman of BLAPP.</p>
<p>Deputy Leader and Executive Member for Hampshire 2050 and Corporate Services</p>	<p>To act in place of the Leader if for any reason the Leader is unable to act, or the office of Leader is vacant.</p> <p>To support the Leader and Executive Member for Corporate Services and Hampshire 2050 because of the breadth of the portfolio, by providing additional capacity at Executive level.</p> <p>Overall strategy (including Serving Hampshire - Strategic Plan), policy and co-ordination 'across the board', promoting the Hampshire rural estate, and the direction and utilisation of strategic resources and strategic asset management. Partnerships with a focus on rural initiatives, to the benefit of Hampshire, climate change, rural and environmental policy.</p>

	<p>Primary directorate links – Hampshire 2050, Corporate Operations, and People and Organisation.</p> <p>Service area responsibilities – Health and Safety; Emergency Planning functions pursuant to the Civil Contingencies Act 2004 and services within the above Directorate remit areas; except where any area has been specifically allocated within the remit of another Executive Member.</p> <p>Functional areas – policy; strategic overview; overall performance; budget strategy; IT services; Commercial Strategy, including procurement policies and outcomes; development of income generation policies across the board.</p> <p>Strategic Land Programme (including County Farms); Land Disposals (£1Million plus); Land Acquisitions (£500k plus) and acquisitions requiring corporate funding; Leases overall rental commitment (£1Million plus); Strategic Asset Management.</p> <p>Economic Strategy & Recovery Plan; Economic Development Programme and Projects including Tourism, Marketing and Inward Investment. Partnerships with the focus on rural initiatives; Responsibility for building relationships with businesses in Hampshire.</p> <p>Local Transport Plan; Environment Strategy; Transport for the South-East/Solent Transport; Minerals and Waste Local Plan; Strategic Transport projects; Strategic Environment Projects; Bus Service Improvement Plan.</p> <p>Developing links with other agencies and other local authorities regarding the development of rural activity. Overall responsibility for the County Council’s relationships with Parish, Town and District and Borough Councils.</p> <p>Climate Change Action Plan; Annual State of the Environment Report; Climate Change Expert Forum; Rural Communities Strategy.</p> <p>Cultural Trust, including arts and museums; Rural Broadband; Monitoring and developing the sustainability of the natural environment and heritage of rural Hampshire; Archaeology.</p>
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	<p>Parish and Town Council Investment Fund and the Rural Affairs Development Fund.</p> <p>Skills and participation (excluding Children's Services statutory functions).</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with minority parties.</p>
Executive Lead Member for Children's Services	<p>Lead Member for Children's Services pursuant to Section 19 of the Children Act 2004 and the Statutory guidance on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services (2013).</p> <p>Overall direction, strategy, budget, resources and policy for all Children's matters, i.e. Education, Children and Families pursuant to the requirements of the Children Act 2004. Approval of the Children and Young People's Plan.</p> <p>Primary directorate link – Children's Services Directorate and Hampshire 2050 Directorate.</p> <p>Service area responsibilities – all services within the Children's Services Directorate, and in relation to Strategic School Planning.</p> <p>Functional areas – statutory Social Services functions of the County Council relating to children, and all education functions exercisable by the County Council as Local Education Authority.</p> <p>Functions related to the Supporting Families Programme.</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with the minority parties.</p>
Executive Member for Education	<p>To support the Executive Lead Member for Children's Services because of the breadth of the portfolio, by providing additional capacity at Executive level to drive improvements in school standards and educational attainment and liaising</p>

	<p>with schools, academies, colleges and other representatives of the education sector.</p> <p>Primary directorate link – Children’s Services Directorate.</p> <p>Service area responsibilities – education and schools.</p> <p>Functional areas – working with the Executive Lead Member for Children’s Services to develop policy and strategy in relation to school improvements and educational standards; where agreed with the Executive Lead Member for Children’s Services determining infrastructure and school organisation matters, in accordance with policies and strategies agreed by the Executive Lead Member for Children’s Services, the Children and Young People’s Plan, and where relevant the Children’s Services Capital Programme.</p> <p>Determining appeals in respect of exceptions to school transport policies, other than appeals relating to the safety of walking routes.</p> <p>Responsibility for Libraries, HC3S and County Supplies.</p>
<p>Executive Lead Member for Adult Social Care and Public Health</p>	<p>Overall direction, strategy, budget, resources and policy for all Adult Social Care and Public Health matters.</p> <p>Primary directorate links – Adults’ Health and Care and Children’s Services Directorates.</p> <p>Service area responsibilities – all services within the remit of the above department including all duties relating to adult social care including safeguarding, including under (inter alia), the Care Act 2014, the Mental Capacity Act 2005 and the Mental Health Act 1983.</p> <p>All services within the remit of the County Council’s public health responsibilities pursuant to the National Health Service Act 2006.</p> <p>All duties relating to the County Council’s responsibilities to improve public health.</p>

	<p>Functional areas – services for population health and wellbeing (Public Health functions), older people’s services, HCC Care services and all ancillary services, Development of the County Council’s strategy and policy in relation to public health.</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with the minority parties.</p>
Executive Member for Younger Adults and Health and Wellbeing	<p>To support the Executive Lead Member for Adults Social Care and Health because of the breadth of the portfolio, by providing additional capacity at Executive level in the functional areas specified below.</p> <p>Primary directorate links – Adults’ Health and Care and Children’s Services Directorates.</p> <p>Functional areas; Younger adult’s service including learning disability, physical disability and mental health services and the County Council’s relationship with the Voluntary, Community and Social Enterprise sector (VCSE) and directorate grants.</p> <p>N.B This Executive Member is also Chairman of the Health and Wellbeing Board and has a lead role in the development of the relationship with the Integrated Care Partnership and Hampshire Place Assembly.</p>
Executive Lead Member for Universal Services	<p>Overall direction, strategy, budget, resources and policy for Universal Services</p> <p>Primary directorate links – Universal Services Directorate.</p> <p>Service Area Responsibilities -Transport and Environment Services (including the Capital Programme), but excluding regulatory matters within the remit of the Regulatory Committee.</p> <p>Functional areas – Highway maintenance and Management Plan; Highway Asset Management Plan; County Planning Services; Waste and Recycling Infrastructure, Joint Municipal Waste Strategy; Main Service Contracts and Contract</p>

	<p>Management/Performance, Highway Safety and Casualty Reduction Policy.</p> <p>Operation Resilience Annual Programme; Structures Annual Programme; Road Safety Projects and Programme; Road Safety Education; Local Road Safety Partnerships; Street Lighting; Parish Lengthsman Scheme; Parish and District Highways Liaison; Traffic Management Projects and Programmes; On Street Parking and Parking Agencies; Active Travel projects; Local Highways and Transport Improvements; Local Subsidised Bus Contracts; Community Transport Schemes and contracts; Local Passenger Transport Infrastructure; Community Transport Local Projects.</p> <p>Flood Risk Management Strategy; Local Environment Projects; Local Flood Protection/Mitigation Schemes; Flood and Water Management Act Responsibilities; Environmental Campaigns and Ambassador Role Local Environmental Partnerships (incl. Fly-Tipping Partnership); Waste Minimisation Programme; Community Waste Minimisation and Recycling Programme and Projects; Local Air Quality Improvement Programme and Projects.</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with minority parties.</p> <p>This Executive Member is also the County Council's Executive appointment to Solent Transport.</p> <p>NB: This Executive Member is also the County Council's Executive appointment to Project Integra Strategic Board Joint Committee.</p>
<p>Executive Member for Countryside and Regulatory Services</p>	<p>To support the Executive Lead Member for Universal Services because of the breadth of the portfolio, by providing additional capacity at Executive level.</p> <p>Primary directorate links – Universal Services.</p> <p>Service area responsibilities – Property Services, including non-strategic asset management within the remit of the above Directorate; the operational framework for the County Farm Estate; Countryside</p>

	<p>Services including Rights of Way, Country Parks. archives and outdoor activities.</p> <p>Functional areas – Property Services and Facilities Management (excluding Strategic Land Programme), Land Disposals less than £1Million; Acquisitions less than £500k not requiring corporate funding; Leases overall rental commitment less than £1Million.</p> <p>Energy related matters.</p> <p>Archives and records, country parks, countryside sites and nature reserves, regulatory services, including registration, coroners’ services, trading standards, asbestos and scientific services; countryside estate; Local Nature Partnership; Bio-diversity/Ecology; Local Nature Recovery Strategy; Protected Landscapes Outside National Parks (incl. AONB Management Plans); Historic Landscape/Gardens.</p>
<p>Executive Member for Performance, Human Resources, Communications and Inclusion and Diversity</p>	<p>Overall strategy for Performance and Human Resources matters.</p> <p>Primary directorate links – People and Organisation Directorate.</p> <p>Service area responsibilities – human resources services within the remit of People and Organisation; including strategic workforce development and corporate performance and otherwise where relevant to the role; the Corporate Apprenticeship Programme.</p> <p>Personnel policy formulation and skills development in relation to the County Council’s directly employed workforce (excluding schools), and review of corporate performance through the Annual Performance Report.</p> <p>Appointments to relevant outside bodies not on a proportional basis in consultation with minority parties.</p> <p>N.B. this Executive Member is also Chairman of EHCC.</p>

ANNEX 2 – Select Committees Prior to January 2023

Part 2: Chapter 5

Scrutiny

Select (Overview and Scrutiny) Committees

1. Responsibilities for Scrutiny Functions

1.1. The following table sets out the allocation of responsibilities within the Select (Overview and Scrutiny) Committees.

Committee	Scope
Policy and Resources	<p>Coordinating Scrutiny:</p> <p>To ensure resources of all scrutiny functions are being effectively targeted.</p> <p>To ensure the outputs and outcomes of Scrutiny are having impact and being evaluated.</p> <p>To prioritise topics for scrutiny task and finish groups (thematic reviews).</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>To provide an annual report to the County Council outlining the effectiveness, outcomes and learning of the scrutiny function (i.e. Select (Overview and Scrutiny) Committees and overall work programme).</p> <p>To monitor the operation of the provisions relating to call-in and urgency submitting a report to Cabinet if necessary.</p> <p>Scrutinising Corporate functions:</p>

	<p>Reviewing how policies, services and decisions ensure effective use and management of all resources; how effectively is cross-cutting/corporate policy developed, implemented and performance evaluated and improved.</p> <p>Efficiency; Human Resources; Skills; Partnership Working (internal and external); Procurement; Relevant Financial Management (e.g. budget setting and monitoring final accounts, capital programme, capital receipts); asset and estate management; information management (including records management); communications; use of IT; Health and Safety; corporate policy and performance; Business Units; economic development; crime prevention; crime and disorder; Emergency Planning.</p> <p>Reviewing and scrutinising decisions made, or other actions taken, in connection with the discharge of crime and disorder functions by the authorities responsible for crime and disorder strategies in relation to the County Council's area, and making reports or recommendations with respect to the discharge of those functions.</p> <p>Makings reports or recommendations to the County Council with regard to any matter which is a local crime and disorder matter in relation to a member of the County Council (i.e. a matter concerning crime and disorder which affects all or part of the electoral Division for which the Member is elected or any person who lives or works in that area).</p> <p>Departments covered;</p> <ul style="list-style-type: none"> - Corporate Services - Culture, Communities and Business Services - County Council as a corporate entity. - Any other relevant functions in other Departments
Children and Young People	<p>Reviewing how the needs and interests of children and young people are met by all Departments, policies, services and decisions; and how performance is evaluated and improved.</p> <p>Universal, targeted and specialist services for children and young people: prevention and management of risk; social care; children's and young people's wellbeing; education – supporting and enabling learning for all children and young people; internal and external partnership working re</p>

	<p>Children and Young People; supporting parents and families; relevant financial management.</p> <p>Departments covered:</p> <ul style="list-style-type: none"> - Children's Services - Culture Communities and Business Services - Any other Department doing work with or impacting on children or young people.
Health and Adult Social Care	<p>Reviewing how policies, services and decisions support safe, well, independent and continuously developing people (adults and older persons) and Public Health; how they are implemented and how performance is evaluated and improved.</p> <p>Focus on how the County Council is contributing to delivering the Wellbeing agenda for adults; adult social care; promoting independence and quality of life for older people; healthy and safe families; Public Health: the integration of Health and Care services and relevant financial management.</p> <p>Scrutiny of the provision and operation of health services in Hampshire.</p> <p>Departments covered:</p> <ul style="list-style-type: none"> - Adults' Health and Care - Culture, Communities and Business Services - Any other relevant functions in other Departments
Countryside, Culture and Communities	<p>Reviewing how policies, services and decisions support thriving culture and sustainable, inclusive communities and rural Hampshire; how they are implemented and how performance is evaluated and improved.</p> <p>Culture and recreation; heritage; community development; countryside and rights of way; developing sustainable communities; supporting diversity and inclusion; community engagement and consultation; lifelong learning for adults; Regulatory Services, relevant financial management.</p> <p>Departments covered:</p> <ul style="list-style-type: none"> - Culture Communities and Business Services

	<ul style="list-style-type: none"> - Corporate Services - Adults' Health and Care - Environment - Any other relevant functions in other Departments.
Transport and Environment	<p>Reviewing how policies, services and decisions support a positive and sustainable environment, accessibility to services for all and effective management of natural resources; how they are implemented and how performance is evaluated and improved.</p> <p>Passenger transport; transport policy; road infrastructure; access; protection of the environment; flood and coastal erosion risk management; sustainable development; climate change; land management; waste management; relevant financial management.</p> <p>Departments covered:</p> <ul style="list-style-type: none"> - Environment - Culture, Communities and Business Services - Children's Services - Any other relevant functions in other Depts

ANNEX 3 – Select Committees with effect from 1 January 2023

Part 2: Chapter 5

Scrutiny

Select (Overview and Scrutiny) Committees

2. Responsibilities for Scrutiny Functions

2.1. The following table sets out the allocation of responsibilities within the Select (Overview and Scrutiny) Committees.

Committee	Scope
Hampshire 2050, Corporate Services and Resources	<p>Coordinating Scrutiny:</p> <p>To ensure resources of all scrutiny functions are being effectively targeted.</p> <p>To ensure the outputs and outcomes of Scrutiny are having impact and being evaluated.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>To provide an annual report to the County Council outlining the effectiveness, outcomes and learning of the scrutiny function (i.e. Select (Overview and Scrutiny) Committees and overall work programme).</p> <p>To monitor the operation of the provisions relating to call-in and urgency submitting a report to Cabinet if necessary.</p> <p>Scrutinising Corporate functions:</p> <p>Reviewing how policies, services and decisions ensure effective use and management of all</p>

resources; how effectively is cross-cutting/corporate policy developed, implemented and performance evaluated and improved.

Economic development; strategic transport; strategic spatial planning; Minerals and waste Policy; Superfast Broadband; Devolution.

Skills; Partnership Working (internal and external).

Rural strategy, rural estate and strategic land; strategic capital planning (all Directorates); strategic asset management.

Climate Change and Environmental Strategy; Flood and coastal erosion risk management; sustainable development.

Cultural Strategy, Cultural Trust, including arts and museums

Developing sustainable communities; supporting diversity and inclusion; community engagement and consultation.

Efficiency; Human Resources; Skills; Procurement; Relevant Financial Management (e.g. budget setting and monitoring final accounts, capital programme, capital receipts); information management (including records management); communications; use of IT; Health and Safety; corporate policy and performance; crime prevention; crime and disorder; Emergency Planning.

Reviewing and scrutinising decisions made, or other actions taken, in connection with the discharge of crime and disorder functions by the authorities responsible for crime and disorder strategies in relation to the County Council's area, and making reports or recommendations with respect to the discharge of those functions.

Makings reports or recommendations to the County Council with regard to any matter which is a local crime and disorder matter in relation to a member of the County Council (i.e. a matter concerning crime and disorder which affects all or part of the electoral Division for which the Member is elected or any person who lives or works in that area).

Directorates covered;

	<ul style="list-style-type: none"> - Hampshire 2050 - Corporate Operations - People and Organisation - County Council as a corporate entity. - Any other relevant functions in other Directorates
Children and Young People	<p>Reviewing how the needs and interests of children and young people are met by all Directorates, policies, services and decisions; and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Universal, targeted and specialist services for children and young people: prevention and management of risk; social care; children’s and young people’s wellbeing; education – supporting and enabling learning for all children and young people; internal and external partnership working re Children and Young People; supporting parents and families; relevant financial management.</p> <p>HC3S, County Supplies and <u>Libraries</u>.</p> <p>Directorates covered:</p> <ul style="list-style-type: none"> - Children’s Services - Any other Directorate doing work with or impacting on children or young people.
Health and Adult Social Care	<p>Reviewing how policies, services and decisions support safe, well, independent and continuously developing people (adults and older persons) and Public Health; how they are implemented and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Focus on how the County Council is contributing to delivering the Wellbeing agenda for adults; adult social care; promoting independence and quality of</p>

	<p>life for older people; healthy and safe families; Public Health: the integration of Health and Care services and relevant financial management.</p> <p>Scrutiny of the provision and operation of health services in Hampshire.</p> <p>Directorates covered:</p> <ul style="list-style-type: none"> - Adults' Health and Care - Any other relevant functions in other Directorates
<p>Universal Services- Transport, Land Management and Environment</p>	<p>Reviewing how policies, services and decisions support a positive and sustainable environment, accessibility to services for all and effective management of natural resources; how they are implemented and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Lead for budget for Universal Services</p> <p>Passenger transport; operational highways traffic management and transport policy and road safety; road infrastructure.</p> <p>Waste management and recycling.</p> <p>Access; protection of the environment.</p> <p>Directorates covered:</p> <ul style="list-style-type: none"> - Universal Services - Any other relevant functions in other Directorates.
<p>Universal Services- Countryside and Regulatory Services</p>	<p>Reviewing how policies, services and decisions support rural Hampshire; how they are implemented and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p>

	<p>Country Parks; archives; outdoor activities; County Farms; countryside and rights of way; Regulatory Services, relevant financial management.</p> <p>Property Services, operational assets and operational estate management.</p> <p>Directorates covered:</p> <ul style="list-style-type: none">- Universal Services- Any other relevant functions in other Directorates.
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ANNEX 4 – Current Select Committees, with effect from May 2023

Part 2: Chapter 5

Scrutiny

Select (Overview and Scrutiny) Committees

3. Responsibilities for Scrutiny Functions

- 3.1. The following table sets out the allocation of responsibilities within the Select (Overview and Scrutiny) Committees.

Committee	Scope
Hampshire 2050, Corporate Services and Resources	<p>Coordinating Scrutiny:</p> <p>To ensure resources of all scrutiny functions are being effectively targeted.</p> <p>To ensure the outputs and outcomes of Scrutiny are having impact and being evaluated.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>To provide an annual report to the County Council outlining the effectiveness, outcomes and learning of the scrutiny function (i.e. Select (Overview and Scrutiny) Committees and overall work programme).</p> <p>To monitor the operation of the provisions relating to call-in and urgency submitting a report to Cabinet if necessary.</p> <p>Scrutinising Corporate functions:</p> <p>Reviewing how policies, services and decisions ensure effective use and management of all resources; how effectively is cross-</p>

	<p>cutting/corporate policy developed, implemented and performance evaluated and improved.</p> <p>Economic development; strategic transport; strategic spatial planning; Minerals and waste Policy; Superfast Broadband; Devolution.</p> <p>Skills; Partnership Working (internal and external).</p> <p>Rural strategy, rural estate and strategic land; strategic capital planning (all Directorates); strategic asset management.</p> <p>Climate Change and Environmental Strategy; Flood and coastal erosion risk management; sustainable development.</p> <p>Cultural Strategy, Cultural Trust, including arts and museums</p> <p>Developing sustainable communities; supporting diversity and inclusion; community engagement and consultation.</p> <p>Efficiency; Human Resources; Skills; Procurement; Relevant Financial Management (e.g. budget setting and monitoring final accounts, capital programme, capital receipts); information management (including records management); communications; use of IT; Health and Safety; corporate policy and performance; crime prevention; crime and disorder; Emergency Planning.</p> <p>Reviewing and scrutinising decisions made, or other actions taken, in connection with the discharge of crime and disorder functions by the authorities responsible for crime and disorder strategies in relation to the County Council's area, and making reports or recommendations with respect to the discharge of those functions.</p> <p>Makings reports or recommendations to the County Council with regard to any matter which is a local crime and disorder matter in relation to a member of the County Council (i.e. a matter concerning crime and disorder which affects all or part of the electoral Division for which the Member is elected or any person who lives or works in that area).</p> <p>Directorates covered;</p>
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	<ul style="list-style-type: none"> - Hampshire 2050 - Corporate Operations - People and Organisation - County Council as a corporate entity. - Any other relevant functions in other Directorates
Children and Young People	<p>Reviewing how the needs and interests of children and young people are met by all Directorates, policies, services and decisions; and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Universal, targeted and specialist services for children and young people: prevention and management of risk; social care; children’s and young people’s wellbeing; education – supporting and enabling learning for all children and young people; internal and external partnership working re Children and Young People; supporting parents and families; relevant financial management.</p> <p>HC3S, County Supplies and <u>Libraries</u>.</p> <p>Directorates covered:</p> <ul style="list-style-type: none"> - Children’s Services - Any other Directorate doing work with or impacting on children or young people.
Health and Adult Social Care	<p>Reviewing how policies, services and decisions support safe, well, independent and continuously developing people (adults and older persons) and Public Health; how they are implemented and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Focus on how the County Council is contributing to delivering the Wellbeing agenda for adults; adult social care; promoting independence and quality of</p>

	<p>life for older people; healthy and safe families; Public Health: the integration of Health and Care services and relevant financial management.</p> <p>Scrutiny of the provision and operation of health services in Hampshire.</p> <p>Directorates covered:</p> <ul style="list-style-type: none"> - Adults' Health and Care - Any other relevant functions in other Directorates
Universal Services	<p>Reviewing how policies, services and decisions support a positive and sustainable environment, rural Hampshire, accessibility to services for all and effective management of natural resources; how they are implemented and how performance is evaluated and improved.</p> <p>To create an annual work programme.</p> <p>To identify where each thematic review on the work programme should be considered.</p> <p>Budget for Universal Services</p> <p>Passenger transport; operational highways traffic management and transport policy and road safety; road infrastructure.</p> <p>Waste management and recycling.</p> <p>Access; protection of the environment.</p> <p>Country Parks; archives; outdoor activities; County Farms; countryside and rights of way; Regulatory Services, relevant financial management.</p> <p>Property Services, operational assets and operational estate management. The relevant business plans and strategies for the Business Units within the remit of the Director of Universal Services</p> <p>Performance, risk management and health and safety relating to the built estate. Relevant financial management. Directorates covered:</p>

	<ul style="list-style-type: none">- Universal Services- Any other relevant functions in other Directorates.
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Deputy Leader of the County Council (12-month review)

Primary Departmental Links: Links and engagement across all departments of the County Council as required. Additionally, links to partner organisations, business groups and public authorities in Hampshire and the wider South-East area, and at Westminster.

Statutory framework:

By virtue of the provisions of the Local Government Act 2000, the Leader of the Council must appoint one Member of the Executive as Deputy Leader. If for any reason the Leader is unable to act, or the office of Leader is vacant, the Deputy Leader must act in his / her place. This means that in such an event all the Statutory and Constitutional powers of the Leader are vested in the Deputy Leader, including all action to decide, discharge, or implement any Executive Functions of the Leader, plus the power to depute another Executive Member to discharge such responsibilities. In addition, where the Leader is unable to act owing to a conflict of interest, the Deputy Leader is authorised to act, or depute another Executive Member to act. The role, functions and requirements of Deputy Leader are in addition to the individual Executive Member responsibilities held by the Deputy Leader as a Member of Cabinet.

Key outcomes:

The essence of the role is to help and support the Leader, working closely with the Leader to lead and co-ordinate political engagement and to provide political advice and support to the County Council in fulfilment of its extensive statutory responsibilities.

The need for robust, resilient and effective political capacity is critical as the County Council seeks to manage ongoing demand and cost pressures and play its part in the wider South-East and national political arena, and private business sector.

The Deputy Leader role has been operating for the last 12-months and during that time, a new organisational structure has been implemented with effect from 1 January 2023, the 'One Organisation' model. The value of having a Deputy Leader role is evidenced by the joined-up approach that operates between the Leader and Deputy Leader to deal with the challenges the County Council faces in fulfilling its statutory responsibilities as the third largest Shire Council in the country serving 1.4 million residents.

Key Functional Areas:

- To directly support, and where appropriate, act on behalf of the Leader on all aspects of the County Council's work, and wider political, community and business network and economy.

The Deputy Leader has been providing direct support to the Leader in a wide variety of ways such as:

- * *working with Business South on skills and training*
- * *working with an All Party Parliamentary Group on skills and training*
- * *working with the Solent and EM3 Local Enterprise Partnerships*
- * *engaging with other businesses where appropriate including Hampshire Fayre and numerous charitable organisations*

- To support the development of and maintain political links with key partner organisations such as district and borough councils within Hampshire and neighbouring councils and unitary authorities, Hampshire and Isle of Wight Fire and Rescue Authority ('HIOWFRA'), the Office of the Police and Crime Commissioner and Hampshire Constabulary.

The Deputy Leader has been involved with discussions on regeneration and growth in Hampshire with district and borough council partners; has worked with the Chairman of HIOWFRA; liaised with the Police and Crime Commissioner (PCC) and the Deputy PCC regarding joint campaigns and attended meetings and briefings with Hampshire MPs, including visits to Westminster.

The Deputy Leader has provided political engagement with a range of stakeholders to promote and support the delivery of the Hampshire 2050 vision and the Hampshire Economic strategy. This involves forming key relationships with businesses, skills and training providers and Universities.

- To attend with the Leader, deputising for the Leader as required at meetings with other Hampshire district/borough council and unitary authority leaders on the proposed formation of a 'County Deal' for the wider Hampshire area. In addition, promoting the County Deal project with Central Government.

The Deputy Leader has attended all meetings, and will continue to do so, to support the Leader with the Pan Hampshire County Deal.

- To attend meetings of other strategic organisations/forums the County Council is represented on with, or on behalf of the Leader, deputising for the Leader as required:
 - County Councils Network (CCN)
 - Enterprise M3 LEP Board and Solent LEP
 - Hampshire & Isle of Wight Local Government Association~
 - Local Government Association (LGA) General Assembly
 - South-East 7 Board
 - South-East Councils

- South-East Strategic Leaders
- Southampton Port Consultative Committee

The Deputy Leader has attended or deputised for the Leader on the above forums as required. When attending in a deputy capacity, the Deputy Leader has attended associated briefings and provided feedback to the Leader. This will be an on-going activity.

- To attend internal Cabinet and Council briefing meetings, to provide support to the Leader aiding the resilience of the County Council.

The Deputy Leader has attended all Cabinet and Council briefing meetings and emergency planning briefings in regard to the resilience of the County Council. This will be an on-going activity.

- To lead on political projects as directed by the Leader.

The Deputy Leader has led on the 'Stronger Roads Today' and Hampshire Business Awards' projects.

The Deputy Leader will continue to lead on projects as directed by the Leader as they come forward.

- Assist the Leader and wider Cabinet colleagues in making representations as appropriate on areas of regional and national policy development.

Over the last 12 months, the Deputy Leader has supported the Leader with meetings with Ministers and liaising closely with Hampshire MP's. This will be an on-going activity.

- Promoting the County Council's objectives policies and priorities, and associated partnerships as a key contribution to ensuring the welfare and improvement of outcomes residents and communities in Hampshire.

The Deputy Leader has led on the creation and implementation of the Leader's Newsletter that is circulated to key stakeholders. This will be an on-going activity.

Communications (new)

The Deputy Leader has an active role supporting the Leader (and working with the Executive Member for Performance, HR, Communications and Inclusion & Diversity) to inform, challenge, and contribute towards the development of the County Council's Communications Strategy, approach, and channels of communication with residents and stakeholders, and ensuring campaigns align to the priorities set out within the Serving Hampshire Strategic Plan (agreed by Cabinet in July 2021), and other key priorities for the Executive.

This responsibility also includes providing portfolio holder oversight and input (and representation on behalf of Cabinet colleagues) into the development of three key (strategic) cross organisation communications and campaign plans:

- *Serving Hampshire Strategic Plan – main strategic communications campaign.*
- *Hampshire 2050 - communications sub-campaign.*
- *Making the most of your money – communications sub-campaign.*

Member Development Group (new)

Elected members have a critical role in the scrutiny and oversight of the County Council and it is essential that, to fulfil their responsibilities to the residents who elected them, appropriate development is available to them.

The Member Development Group (MDG) is a working group looking at Member Development and training as a whole. The Group has recently been re-formed comprising a representative from all political groups on the County Council and will be meeting up to four times a year. The Group will oversee the delivery of a Member Development Plan and Conference Attendance Plan.

The Deputy Leader has taken on the Chairmanship of the MDG as an additional area of work, providing leadership to ensure Members can have the most effective opportunities to support their learning and development.

Scale of financial gearing/impact of work undertaken:

The role encompasses a broad range of statutory services requiring engagement across a range of stakeholders.

The County Council has a gross revenue budget of some £2.4bn in 2022/23, which continues to come under increasing demand and cost pressures. The County Council has further savings targets of £80m by April 2023, which must be met on top of the £540m of savings already achieved since 2010. This role of Deputy Leader plays an important part in supporting the County Council's interface with its stakeholders and the public to ensure that decisions on what the County Council can and cannot provide in the future are informed by the views of residents and service users. This applies equally to engagement on new ways of working, as the County Council seeks to maximise the positive innovations arising from the pandemic.

IRP SUBMISSION – INDEPENDENT GROUP

SPECIAL RESPONSIBILITY ALLOWANCES

SUMMARY OF OBSERVATIONS:

- 1) All Opposition Spokespeople undertake identical roles regardless of group size but are not remunerated equally. Essentially a Spokesperson is discriminated against for belonging to a smaller group and their time is devalued.
- 2) Smaller groups with four or less members are more disadvantaged as group members have to take on multiple Spokesperson roles with no additional remuneration.
- 3) That SRA's for Opposition Groups are (currently) based on size, but for the controlling group is a set figure regardless of changes in membership.

RECOMMENDATIONS

- 1) That the Opposition Group Spokesperson SRA budget be equally split between all current Opposition Group Spokespeople, due to all undertaking the exact same commitments. This would mean no additional budget would be required, rather simply a re-distribution of allowances in an equal and fair manner.
- 2) That the SRA policy be reviewed to establish a consistent approach and to ensure equality and fairness of treatment of Spokesperson & Opposition Spokesperson SRA's at Hampshire County Council, including how to reduce the disadvantage members face who have to fulfil multiple Spokesperson roles.

The Independent Group is disappointed with the current arrangements for Opposition Spokesperson Special Responsibility Allowances (SRAs) and unanimously feel it discriminates against Spokespeople from smaller Opposition Groups.

An Opposition Spokesperson's responsibilities and duties are identical regardless of political grouping or group size. When acting as a Spokesperson the workload which must be undertaken (such as: attendance at the Opposition Spokesperson briefings, attendance and contribution at Decision Days, being up to date with relevant information relating to committee/panel topics, exposure to the media for comment etc) is identical regardless of group size. All three Opposition Group Spokespeople for any given committee, have identical roles and time commitments. Essentially, the current policy infers that someone's time from a larger group is more valuable than the same time commitment from a smaller group.

Indeed, this disparity is further compounded as a member of a smaller Opposition Group. For example, in groups of four or less multiple Spokesperson roles will have to be taken on by an individual. We appreciate only one SRA can be allocated per Member, however there is something fundamentally unjust when an Opposition

Spokesperson from a larger group receives an allowance circa five times the amount a Spokesperson from our group receives. In monetary terms this values a Spokesperson from our group at 1/5th to that of the Opposition Group Spokesperson from the largest Opposition Group, and in one of our group's case, it currently values their contribution at 1/10th. Currently the inequality of the Opposition Group Spokesperson SRA's especially disadvantages smaller groups, in no other walk of life would it be deemed acceptable for someone to carry out the exact same role in the same organisation and be treated this differently financially. To be clear, we are not supportive of any increase in the overall budget for the Opposition Spokesperson roles, just advocating for fairness and equality within the existing financial model.

How can it be just that Opposition Spokesperson SRA's are based on group size, when firstly group size has no relevance to the work and duties carried out. And secondly, this is the opposite to how the largest group on the Council is treated. The roles and SRA's held by Cabinet Members, is not based on group size. The largest group at HCC has lost three Members since 2021, but the Spokesperson SRA's haven't reduced, as they would have done for any Opposition Group Spokesperson, in fact allowances have increased. How can it be right that the largest group receive their SRA's without any relevance to the size of their Group, but this rule is then reversed for Opposition Group Spokespeople? We cannot have Opposition Spokesperson SRA's being given based on numbers in a respective group, and at the same time giving a Spokesperson role as a Cabinet member for a respective area, that is not based on numbers within their group. There needs to be an equal and fair policy established that either does or doesn't base SRA's on the size of a group regardless of political affiliation, and a policy that puts the actual roles and responsibilities at the heart of any allocated SRA.

Written evidence for the 12-month review of Opposition Leader and Opposition Spokespersons' Allowances

Member allowances 2022-23

<https://democracy.hants.gov.uk/documents/s107473/Members%20Allowances%202022-23.pdf>

Opposition Group Leader SRA

Last year, the IRP recommended that The SRA for Opposition Group Leaders should amount to 55% of the SRA for the Leader of the Council, divided proportionally between all Opposition Groups (consisting of two Members or more) according to the number of seats held by that Group on the County Council.

In effect, that meant that the Leader of the LibDem Opposition Group retained an SRA of about 40% of the SRA of the Leader of the Council, as it had been the previous year, The Independent Group and the Labour Group Leaders each had SRAs of about 7% of the SRA of the Leader of the Council.

The Leader of the Council retained an SRA of about 65% of the total paid in Leader SRAs.

Last year, the IRP **noted in particular that the Group Leader role was similar across the board in terms of needing to understand all areas of the Council and represent their Group.**

However, in arriving at their recommendation for the Opposition Group Leader SRA, the IRP did not consider that key finding but addressed only the issue of minimum Group size.

I would hope that this year the IRP may extend their recommendation for the Opposition Group Leader SRA to include that key finding.

As last year, it would be fair to retain the starting points for the SRA of the Leader of the Council and the LibDem Opposition Group Leader (adjusted only in line with the % agreed for Council staff).

For Independent Opposition Group Leader, the IRP may wish to consider recommending an SRA of 20% of the SRA of the Leader of the Council (that is, half that of the LibDem Opposition Group Leader), and, for the Labour Opposition Group Leader an SRA of 15% of the Leader of the Council (that is, 75% of the Independent Opposition Group Leader – to reflect the relative sizes of these two Groups – four Independent and three Labour).

Opposition Group Spokesperson SRA

Last year, the IRP were keen to introduce a solution that would remove the need for a minimum Group size for Opposition Group Spokesperson SRA and proposed to mirror the solution recommended for Opposition Group Leader SRAs.

In effect, the proposal is even more unfair than that arrived at for Opposition Group Leader SRA, when the totality of it is assessed.

The net effects are that, looking at the SRAs, including Chairman, Vice-Chairman and Opposition Spokesperson of the five Committees (since January 2023), the total paid would be £118,024. Of that, £85,631 (73%) goes to the Conservative Group, £28,385 (24%) to the LibDem Opposition Group, and £2,004 (<2%) to each of the Independent and Labour Groups.

This distribution is patently unfair, given that £2,004 is removed from each of the Independent and Labour Groups because they must double up and some have two roles, whereas there are sufficient members in the Conservative and Lib Dem Groups for none of them to have more than one role.

As last year, it would be fair to retain the starting points for the SRA of the Chairman and Vice-Chairman and the LibDem Opposition Group Spokesperson on Committees (adjusted only in line with the % agreed for Council staff).

In line with the proposed IRP recommendation for Opposition Group Leader SRA, for the Independent Opposition Group Spokesman SRA, the IRP may wish to consider recommending an SRA of 20% of the SRA of the Leader of the Council (half that of the LibDem Opposition Group Spokesman SRA), and, for the Labour Opposition Group Spokesman, an SRA of 15% of the Leader of the Council (that is, 75% of the Independent Opposition Group Leader SRA – to reflect the relative sizes of these two Groups – four Independent and three Labour).

In addition, the IRP may wish to consider recommending removal of the block on Independent and Labour Opposition Spokespersons having more than one SRA, as that appears again to discriminate against them because of their small sizes compared with the Conservative and LibDem Groups who do not have any SRAs removed because they have sufficient numbers that none of them has more than one role.

Hampshire Pension Fund Panel and Board SRA

The Chairman and the Vice-Chairman of the Hampshire Pension Fund panel and Board receive SRAs - £13,053 and £3,272, respectively.

Also, Co-opted Scheme Representatives of the Hampshire Pension Fund Panel and Board (including Substitute Co-opted Member) receive SRA of £763.

I joined the Hampshire Pension Fund Panel and Board in October 2021, having been elected in May 2021.

It is the most onerous role on the County Council, as HPFP&B members need to undertake substantial training (**Appendix, Draft Annual Report 2022-2023, page**), as required by the Pensions Regulator, attend regular HPFP&B meetings and investment manager briefings, attend conferences and seminars relevant to the Local Government Pension Scheme (LGPS), and keep abreast of important development relevant to pension schemes, such as climate change, environmental, social and governance issues, particularly relating to the investments that the £9.5-billion Hampshire Pension Fund holds.

The IRP may wish to consider recommending a Hampshire Pension Fund Panel and Board SRA to reflect the dedication and commitment required to be effective, over and above what is required in any other role on Hampshire County Council.

**Cllr Alex Crawford
Leader, Hampshire Labour Group**

28 July 2023

Pension Fund Panel and Board continued

It should be noted that internal training sessions, including sessions provided by ACCESS, have greater weight as they cover topics on which the most Panel and Board members have identified a training need.

For Pension Fund Panel and Board and Responsible Investment Sub-Committee meetings, the number of meetings attended is shown against the number of possible meetings for that member.

Conflicts of interest have been managed in accordance with [the County Council's standing orders](#).

Details of the Pension Fund's approach to conflicts of interest in relation to responsible investment and stewardship are set out in the Responsible Investment Policy, which can be found in the [Investment Strategy Statement](#).

Panel and Board member	Pension Fund Panel and Board (meetings)	Responsible Investment Sub-Committee (meetings)	Training sessions	
			Internal (hours)	External (hours)
Cllr Kemp-Gee	3/4	2/2	14	19
Cllr Thacker	4/4	1/2	5	10
Cllr Crawford	3/4		14	46
Cllr Davies	2/2		13	0
Cllr Glen	4/4		15	9
Cllr Cooper	1/1		3	0
Cllr Hiscock	3/4	2/2	15	8
Cllr Joy	3/4		14	3
Cllr Smyth	4/4	2/2	5	28
Cllr Mellor	3/3		13	2
Cllr Mocatta	4/4		5	12
Cllr P Taylor	3/4		3	0
Dr Liz Bartle	2/2		1	0
Dr Cliff Allen	4/4	2/2	11	18
Lindsay Gowland	4/4		6	9
Neil Wood	4/4		14	7
Fiona Hnatow	1/1		0	0
Sarah Manchester (Substitute)	0/2		0	0
Phillip Reynolds (Substitute)	2/2		6	12
Cllr Steve Leggett (Substitute)	1/4		5	12
Cllr Keith House (Substitute)	0/1		0	0
Cllr Drew (Substitute)	0/4		9	7
Cllr K Taylor (Substitute)	0/4		1	6
Cllr Tustain (Substitute)	0/4		1	4

Hampshire Pension Fund Panel and Board – Member’s commitment

Background

The Hampshire Pension Fund is responsible for the provision of pensions to local government and public sector workers in Hampshire (including Portsmouth and Southampton). There are currently 349 employers in the Fund; including the district and city councils in Hampshire plus employers that were once part of local government such as academy schools, universities, housing associations and charities.

There are over 201,000 scheme members in the Fund, including nearly 53,000 in receipt of pensions.

The Pension Fund is responsible for investing the pension contributions it receives from scheme members and employers to pay pensions in the future. At the Fund’s last year end – 31 March 2023, the value of the Fund’s investments was £9.0bn, making Hampshire the 9th largest Local Government Pension Fund and the 49th largest defined benefit fund, including public and private funds, in the UK¹.

Panel and Board responsibilities

Hampshire is one of the only two of 89 English and Welsh Local Government Pension Funds to have been granted permission by Government to have a joint Panel and Board.

In its role as the Pension Fund Panel for the Hampshire Pension Fund the Pension Fund Panel and Board is responsible for the County Council’s statutory functions as Administering Authority of the Hampshire Pension Fund under the Local Government Pension Scheme Regulations and associated legislation under sections 7, 12 and 24 of the Superannuation Act 1972. This includes dealing with all matters arising that relate to the Hampshire Pension Fund, including a fiduciary duty for the management and investment of the Fund.

In its role as the Pension Board for the Hampshire Pension Fund it is responsible for assisting Hampshire County Council, as the administering authority of the Hampshire Pension Fund, to secure compliance with the Local Government Pension Scheme Regulations 2013 and any other legislation relating to the governance and administration of the Local Government Pension Scheme (‘LGPS), for securing compliance with requirements imposed in relation to the LGPS by the Pensions Regulator and for ensuring the effective and efficient governance and administration of the Hampshire Pension Fund.

The committee meeting requirements are:

- Four meetings a year
- Two Responsible Investment Sub-Committee meetings per year (4 Hampshire County Council Members plus 2 of the co-opted scheme member and employer representatives by annual rotation)
- One annual meeting of the Pension Fund’s employers

¹ Source: Investments and Pensions Europe, ranking by assets 31/03/2022

- Seven 2-hour on-line briefings from the Pension Fund’s investment managers per year

Training requirement

As a Pension Board in accordance with the Act²;

‘every individual who is a member of a Local Pension Board must:

- *be conversant with:*
 - *the rules of the LGPS, in other words the Regulations and other regulations governing the LGPS (including the Transitional Regulations, earlier regulations and the Investment Regulations); and*
 - *any document recording policy about the administration of the Fund which is for the time being adopted in relation to the Fund, and*
- *have knowledge and understanding of:*
 - *the law relating to pensions; and*
 - *such other matters as may be prescribed.*

A Local Pension Board member should be aware that their legal responsibilities begin from the date they take up their role on the Board and so should immediately start to familiarise themselves with the documents as referred to above and the law relating to pensions. In accordance with section 248A, the knowledge and understanding requirement applies to every individual member of a Local Pension Board rather than to the members of a Local Pension Board as a collective group.’

The training, knowledge and skills requirements are currently stricter for Pension Board’s rather than Pension Committees however the Government is currently consulting³ on increasing the requirements for Pension Committees.

‘Pensions expertise is an important criterion for decision making, and there are some factors which may make it harder to acquire that expertise under current structures. Firstly, pensions committees generally have high levels of turnover. Second, members of such committees are not required to complete training and may have no specific expertise in pensions. The outcome of these factors is that expertise may be lower than an equivalent panel of trustees for a private sector scheme, with higher reliance on advisors. Some targeted requirements, specifically on training, would help administering authorities to manage these issues.

We propose that each administering authority sets a training policy for committee members. We propose that the administering authority should report regularly on the training undertaken by committee members and whether this is in line with their training policy’.

Hampshire already produces a training policy for Panel and Board members, based on CIPFA’s Pensions Knowledge and Skills Assessment and reports on the training undertaken each year in the Pension Fund’s Annual Report.

² Section 248a 2004 Pensions Act

³ Local Government Pension Scheme (England and Wales): Next steps on investments Published 11 July 2023

In general Panel and Board members are expected to participate in the following training:

- internal training provided by officers and external specialists – around 5 hours,
- LGPS online training modules that the committee committed to complete in a year (recorded as internal) – around 12 hours,
- externally provided online and in-person training and seminars that Members can attend independently.

The Panel and Board's training records for 2022/23 as published in the Pension Fund's Annual Report is included in Appendix 1.

Payments to Members

Special responsibility allowances are currently paid to the Chairman and the Vice-Chairman of the Pension Fund Panel and Board (PFPB) – these costs are met by the Pension Fund, as would any further/future allowances paid to committee members.

It should also be noted that the PFPB also has five named substitute councillor members (substitute members are encouraged to attend all meetings and undertake the same level of training and have voting rights in the absence of a PFPB councillor member from the meeting).

In addition, the PFPB has eight co-opted members: four Scheme representatives (one of which is a substitute member) and four Employer representatives (one of which is also a substitute member).

The Scheme representatives are not elected Members and receive an allowance under HCC's Members' Allowances Scheme in respect of Co-opted members of the public.

Three of the Employer representatives are elected Members at other Councils in Hampshire and will be in receipt of an allowance from their respective authorities. The fourth Employer Representative is the 'Other Employer Representative' who has historically been a senior officer from an employer within the Hampshire Pension Fund, who is attending as part of their 'day job', so an allowance has not been payable on that basis.

Hampshire is a member of the ACCESS pool for investment pooling with 10 other Local Government Pension Funds in the south and east of England. Nine of the 10 other funds have responded to confirm that they do not pay specific additional allowances to their pension committee members. The majority have confirmed that they do pay special responsibility allowances to the chairs of their committees, or they are already in receipt of an allowance for another role in the council.

Appendix 1 – Pension Fund Panel and Board 2022/23 Attendance and Training record

Panel and Board member	Pension Fund Panel and Board (meetings)	Responsible Investment Sub-Committee (meetings)	Training sessions	
			Internal (hours)	External (hours)
Cllr Kemp-Gee	¾	2/2	14	19
Cllr Thacker	4/4	1/2	5	10
Cllr Crawford	¾		14	46
Cllr Davies	2/2		13	0
Cllr Glen	4/4		15	9
Cllr Cooper	1/1		3	0
Cllr Hiscock	¾	2/2	15	8
Cllr Joy	¾		14	3
Cllr Smyth	4/4	2/2	5	28
Cllr Mellor	3/3		13	2
Cllr Mocatta	4/4		5	12
Cllr P Taylor	¾		3	0
Dr Liz Bartle	2/2		1	0
Dr Cliff Allen	4/4	2/2	11	18
Lindsay Gowland	4/4		6	9
Neil Wood	4/4		14	7
Fiona Hnatow	1/1		0	0
Sarah Manchester (Substitute)	0/2		0	0
Phillip Reynolds (Substitute)	2/2		6	12
Cllr Steve Leggett (Substitute)	¼		5	12
Cllr Keith House (Substitute)	0/1		0	0
Cllr Drew (Substitute)	0/4		9	7
Cllr K Taylor (Substitute)	0/4		1	6
Cllr Tustain (Substitute)	0/4		1	4