

NOTICE OF MEETING

Meeting	Employment in Hampshire County Council Committee
Date and Time	Friday 8 November 2024 at 10.00 am
Place	Chute Room - HCC
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 received.

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 5 - 8)

To confirm the minutes of the previous meeting held on 21 June 2024.

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. PAY AND LEGISLATION UPDATE (Pages 9 - 60)

To consider a report of the Director of People and Organisation giving an update on the national pay awards, managing performance policy and significant legislative changes.

**7. ZERO TOLERANCE STATEMENT AND FRAMEWORK UPDATE
(Pages 61 - 70)**

To consider a report of the Director of People and Organisation regarding the County Council's Zero Tolerance Statement and Framework.

**8. HAMPSHIRE COUNTY COUNCIL PAY STATEMENT – FINANCIAL
YEAR 2025/26 (Pages 71 - 88)**

To consider a report of the Chief Executive on the County Council's proposed Pay Statement for 2025/26.

9. EXCLUSION OF THE PRESS AND PUBLIC

RECOMMENDATION:

That the press and public be excluded from the meeting 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, there would be disclosure to them of exempt information within Paragraphs 1,2,4 and 5 of Part 1 of Schedule 12A to the Local Government Act 1972, being information

relating to an individual; Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority and

Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings should not be disclosed for the reasons set out in the reports.

10. WORKFORCE MANAGEMENT POLICIES

To consider an exempt report of the Director of People and Organisation regarding Workforce Management Policies.

11. CHIEF OFFICER GROUP UPDATE

To consider an exempt report of the Director of People and Organisation giving an update on the Chief Officer Group.

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.