

AT A MEETING of the Employment in Hampshire County Council Committee of  
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Friday, 28th  
June, 2019

Chairman:

\* Councillor Stephen Reid

* Councillor Keith Evans	Councillor Roy Perry
* Councillor Christopher Carter	* Councillor Stephen Philpott
Councillor Adrian Collett	* Councillor Roger Huxstep
Councillor Judith Grajewski	* Councillor Dominic Hiscock
Councillor Keith House	

\*Present

Also present with the agreement of the Chairman: Councillor Keith Mans

**44. APOLOGIES FOR ABSENCE**

Apologies were received from Councillors Collett, Grajewski, House and Perry. Councillors Hiscock and Huxstep were in attendance as the substitute members for their respective Groups.

**45. 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.

**46. MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting were reviewed and agreed.

**47. DEPUTATIONS**

There were no deputations to the meeting.

**48. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed everyone to the meeting and invited the Chief Executive to comment on the new partnership with West Sussex County Council in the area of Children's Services. The Chief Executive set out the role of

Hampshire in supporting improvement in West Sussex and the potential for this to become a longer term arrangement. He noted that this was in line with similar work that Hampshire had done in the Isle of Wight, Torbay and Buckinghamshire, and that Hampshire was one of only a few authorities in a position to offer such support. The capacity to take on support for West Sussex had been considered carefully and was possible due to other external projects winding down, therefore there was confidence that it could be done without detriment to Hampshire. It was acknowledged that the challenges of providing such support was substantial, however also always provided positive opportunities for Hampshire staff.

49. **WORKFORCE REPORT 2018-19**

The Committee considered a report of the Director of Corporate Resources providing an overview of key workforce data (excluding schools) and trends.

The report was introduced and details relating to: headcount, senior staff, the very small number of staff on Grade A, agency costs and the overall wage bill were outlined. Action to understand and tackle the gender pay gap was set out and it was confirmed that this would be fed into wider inclusion and diversity work.

A number of other key areas of the report, including age profile, employment turnover, nationality, absence rates, health and wellbeing, performance and the management of misconduct were highlighted. With reference to the health and wellbeing survey, it was confirmed that a further breakdown of results by department was available and for this reason a departmental focus on responding to any challenges that had been identified would be taken.

Noting the outcome of the gender pay gap report, it was questioned whether the level of pay was the same for the same role. It was confirmed that it was and that the gender pay gap referred to the pay difference across all roles. Many of the lower paid roles within Hampshire County Council were outsourced by other Authorities and the gap was reflective of a wider societal trend of certain roles being more likely to be a particular gender.

The recommendations in the report were agreed and it was RESOLVED to note the workforce activities being undertaken.

50. **LEGISLATION UPDATE**

The Committee considered a report of the Director of Corporate Resources providing an update on recent and pending legislative changes.

The report was introduced and the position on the annual pay award set out. It was confirmed that the County Council was on track to meet legislative requirements relating to the issuing of contracts and average pay calculations. The outcome of the ethnic pay gap consultation was still pending.

The pension impact of mid and low earners of changes being consulted on about exit payments was highlighted and it was noted that this posed risks regarding

staff development and flexibility on redundancy. In particular as there was no index to increase the cap, the pressure would increase over time. Members acknowledged the success historically of the use of voluntary redundancy schemes to manage and shape the workforce and supported the consultation response.

The recommendations in the report were considered and it was RESOLVED:

- i. That EHCC note the successful application of the pay award, in accordance with the EHCC collective agreement.
- ii. That EHCC note the developments in relation to legislation.
- iii. That EHCC endorses the officers proposed responses to the exit payment gap consultation outlined in section 11 of the report.

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Chairman,