

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Tuesday,
22nd October, 2019

Chairman:

* Councillor Stephen Reid

* Councillor Keith Evans

Councillor Roy Perry

* Councillor Christopher Carter

* Councillor Stephen Philpott

* Councillor Adrian Collett

* Councillor Judith Grajewski

Councillor Keith House

*Present

51. APOLOGIES FOR ABSENCE

Apologies were received from Councillors House and Perry.

52. 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.

53. MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting were reviewed and agreed.

At the invitation of the Chairman, the Chief Executive gave an update on the work being undertaken with West Sussex County Council.

54. DEPUTATIONS

There were no deputations.

55. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed the new Head of HR, Jac Broughton, to the meeting. He also highlighted some very positive long service and apprenticeship award events that he had recently attended.

56. PAY, POLICY AND LEGISLATION UPDATE

The Committee considered a report of the Director of Corporate Resources regarding the national pay award and potential employment related legislative changes.

Each element of the report was briefly introduced and a number of key details discussed. In particular the actions taken with regard to teachers' pay to regularise the position were welcomed and it was proposed and agreed to acknowledge that in the recommendations. It was

RESOLVED:

1. That EHCC note the current position of national pay negotiations on the pay award and developments in relation to legislation.
2. That EHCC support equality of treatment and delegate authority to make future decisions on the pay award for teachers employed outside Hampshire schools to the Director of Children's Services.

57. ENHANCED VOLUNTARY REDUNDANCY (EVR2) UPDATE

[With regard to this item, Councillor Reid declared a personal interest by virtue of his daughter being employed by the County Council]

The Committee considered a report of the Director of Corporate Resources proposing an extension of the current enhanced voluntary redundancy offer (EVR2) until 31 March 2022.

The report was introduced and the success of the programme in managing staff exits from the organisation was noted. The processes and difference between EVR and voluntary compulsory redundancy was explained and it was confirmed that individuals would be allowed to use whichever route was better for them. EHCC agreed that EVR was a useful tool for the efficient running of the organisation. It was

RESOLVED:

1. That EHCC agree the extension to the EVR2 Scheme to 31 March 2022, noting that changes in Exit Payment legislation may affect the ability of this scheme to achieve the intended purpose.
2. In light of the proposed changes to Exit Payment legislation, that an update is provided to EHCC if the EVR2 scheme needs to be amended.

58. BREXIT - UPDATE - WORKFORCE IMPLICATIONS AND CONSIDERATIONS FOR HAMPSHIRE COUNTY COUNCIL

The Committee considered a report of the Director of Corporate Resources providing an update on the workforce implications as a result of Brexit.

In introducing the report, a number of actions being taken by the County Council to support staff were highlighted. The demographic profile of the workforce was noted and it was acknowledged that data was still being accumulated. EHCC recognised the risk of staff shortages in key areas and agreed that the departments were aware of where those risks lay and were managing them appropriately with ongoing monitoring. It was

RESOLVED:

1. To note the work underway in respect of the workforce in the current known context of Brexit.

59. **HAMPSHIRE COUNTY COUNCIL PAY STATEMENT - FINANCIAL YEAR 2020/21**

The Committee considered a report of the Chief Executive setting out the annual Pay Statement.

In introducing the report it was confirmed that its annual publication was a statutory requirement. The Statement did not contain any new data, but was a retrospective report. It was

RESOLVED:

1. That the EHCC Committee recommends to the County Council approval of the Pay Statement as detailed in this report and at Appendix A, setting out the County Council's policies in respect of pay accountability for the financial year 2020/21 in accordance with the requirements of the Localism Act,
2. That the EHCC Committee recommends to the County Council that it remains the appropriate Committee to agree Chief Officer remuneration, for Chief Officers above Grade K, including individual salary offers in respect of any new Chief Officer appointments, any changes to Chief Officer salaries after appointment and any severance packages for Chief Officers leaving the County Council, in accordance with the Pay Statement.
3. That the EHCC Committee delegates authority to the Chief Executive, in consultation with the Chairman of the EHCC Committee, to make any changes to the draft Pay Statement consequential upon any changes to legislative requirements or other statutory guidance or changes to salaries of staff determined prior to consideration of the Pay Statement by full Council.

60. **MEMBERS ALLOWANCES SCHEME - ASSISTANT TO THE EXECUTIVE - CLIMATE CHANGE**

The Committee considered a report of the Monitoring Officer setting out proposals for amendments to the Members' Allowances Scheme following the recommendations of the Independent Remuneration Panel.

Members supported the recommendations and noted that this proposed allowance was connected with the declaration of a climate change emergency. It was

RESOLVED:

1. That the EHCC Committee recommends to the County Council that approval be given to amendment of the Members' Allowances Scheme for 2019/20, which takes into account the recommendations of the Independent Remuneration Panel, and the views of the EHCC Committee.

Chairman,