

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held virtually via Microsoft Teams on
Thursday, 9th July, 2020

Chairman:

* Councillor Stephen Reid

* Councillor Keith Evans
* Councillor Christopher Carter
* Councillor Adrian Collett
* Councillor Judith Grajewski
* Councillor Keith House
* Councillor Roy Perry

* Councillor Stephen Philpott
Councillor Roger Huxstep
Councillor Dominic Hiscock
Councillor David Simpson
Councillor Russell Oppenheimer

*Present

70. APOLOGIES FOR ABSENCE

All Members were present and no apologies were noted

71. 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.

72. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

73. DEPUTATIONS

No deputations were received at this meeting.

74. CHAIRMAN'S ANNOUNCEMENTS

The Chairman wished to place on record, on behalf of the committee, his thanks to all Hampshire County Council staff for going above and beyond to continue carrying out their roles and adapt services during the Covid-19 pandemic.

75. **HAMPSHIRE COUNTY COUNCIL ANNUAL WORKFORCE REPORT 2019 - 2020**

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Corporate Resources regarding the Annual Workforce Report for 2019/20.

The report was introduced and Members were informed that the report included data for the period up to March 2020 and provided comparisons based on a six year trend or in comparison to 2010. It was highlighted that additional data on diversity and inclusivity had been included in the report for the first time. This meant it would no longer be necessary to report separately on equalities issues.

The recent Black Lives Matter movement was referred to, and it was reported that senior officers considered the County Council to have made good progress on equality and diversity issues, including consulting staff networks for particular groups (BME, Disability, LGBT+) on policy issues. However, the organisation was not complacent and would be doing more in this area over the coming year, which would be reflected in the workforce report next year.

The impact of the Covid-19 pandemic on staff was acknowledged and it was indicated that staff were being engaged on relevant issues, particularly for those staff at greater risk from the disease.

Officers summarised the report section by section and responded to questions and comments from Committee Members. Committee Members commented that the report was very good and clearly laid out.

RESOLVED:

That the Employment in Hampshire County Council Committee note the new format of the report with specific attention to the content of the report so that the data can be considered in the context of future workforce requirements.

That the Employment in Hampshire County Council Committee note the 'next steps' identified in the report, namely in relation to:

- Coronavirus related interventions
- Delivery of the Inclusion and Diversity Action Plan throughout 2020/21
- Delivery of the Well-being Action Plan throughout 2020/21
- Development and Implementation of an HR Data Strategy
- Ongoing consideration of the impact of the new EU immigration on attraction and resourcing with regular reporting to EHCC.

76. **PAY, POLICY AND LEGISLATION UPDATE**

The EHCC Committee considered a report of the Director of Corporate Resources providing updates on the national pay award and proposed employment-related legislative changes.

It was highlighted to Members that the final national pay offer was 2.75% and the relevant Unions were currently consulting their members on this offer. The outcome was not expected until late August. Councillor House declared a personal interest as a member of 'National Employers' and reported that the group was unlikely to meet until September which would further delay the outcome. It was noted that the County Council would take appropriate action once the offer was agreed, however due to the administration required it would take around two months from notification to implement.

The latest position of employment related legislation was summarised. The recommendations in the report were considered and it was:

RESOLVED:

That the Employment in Hampshire County Council Committee note the current position of national negotiations on the pay award and developments in relation to legislation.

77. EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

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 Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person (including the authority holding the information). which should not be disclosed for the reasons set out in the report.

78. EXEMPT MINUTES OF PREVIOUS MEETING

The minute of the exempt part of the previous meeting was reviewed and agreed.

Chairman,