

Public Document Pack



NOTICE OF MEETING

Meeting	Employment in Hampshire County Council Committee
Date and Time	Thursday, 12th November, 2020 at 10.00 am
Place	Virtual Teams Meeting - Microsoft Teams
Enquiries to	members.services@hants.gov.uk

John Coughlan CBE
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting is being held remotely and will be recorded and broadcast live via 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 3 - 6)

To confirm the minutes of the previous meeting held on 9 July 2020.

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, POLICY AND LEGISLATION UPDATE (Pages 7 - 20)

To consider a report of the Director of Corporate Resources regarding the national pay award and potential employment related legislative changes.

7. HAMPSHIRE COUNTY COUNCIL PAY STATEMENT - FINANCIAL YEAR 2021/22 (Pages 21 - 36)

To consider a report of the Chief Executive setting out the annual Pay Statement.

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 observe the public sessions of the meeting via the webcast.

Agenda Item 3

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,

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HAMPSHIRE COUNTY COUNCIL

Committee:	Employment in Hampshire County Council
Date:	12 th November 2020
Title:	Pay, Policy and Legislation Update
Report From:	Director of Corporate Resources

Contact name: Nichola Andreassen

Tel: 01962 847361

Email: Nichola.andreassen@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to provide an update to EHCC on the National Pay Award and proposed employment-related legislative changes.

Recommendation(s)

2. That EHCC note the current position on the pay award and developments concerning employment legislation.
3. Agree the delegation to the Chief Executive in respect of Departmental Management Team members as set out in paragraph 9.

Executive Summary

4. The National Pay Award for local council employees has been formally agreed for 2020.
5. This report provides updates on the following legislation and Government consultation topics:
 - Public sector exit payments
 - Ethnicity pay gap reporting
 - Support for domestic abuse survivors in the workplace
 - Veterans National Insurance employer contributions relief
 - Changes to public sector pension schemes

- Migration Advisory Committee recommendation to the Shortage Occupation List

Contextual information

2020 Pay Award

6. The national employers' final pay offer of 2.75% has been formally agreed. In accordance with the EHCC Collective Agreement, this pay award will be applied to staff on Grades A to G, and also to staff graded H and above. For staff who have transferred to Hampshire County Council on a TUPE transfer, the pay award will be applied where applicable. The new pay rates will be paid in November's salary.

Confirmation of Chief Executive Delegation

7. This section seeks to clarify arrangements already expressed within the constitution. In the County Council's Constitution, determination of "Chief Officer" remuneration is delegated to the Chief Executive subject to ratification by EHCC (Part 2, Chapter 4). The Constitution refers to Chief Officers as being members of the Corporate Management Team (CMT) and the Director of Public Health. The Constitution also refers to "Deputy Chief Officers" which effectively means those Senior Officers of the County Council who report to a Chief Officer in respect of all or most of their duties, in effect Departmental Management Team (DMT) members.
8. Historically, new DMT appointments have been made following approval by EHCC and through member appointment panels where required. In recent times, the practice for new DMT appointments has been for EHCC to delegate authority to the Chief Executive (in consultation with the Chairman of EHCC) to set remuneration rates for each of the post holders which are reflective of the established rates for the posts. The established rates for posts at this level fall within the pay range £83,064 to £135,000. Any changes to this range going forwards will be published in future annual pay statements. The actual remuneration within this range that is appropriate for individual post holders is determined by a number of factors including levels of responsibility, breadth of role, performance and taking appropriate advice from Korn Ferry (formerly known as HAY). In respect of these recent DMT appointments, the delegations effectively enable the Chief Executive to set the postholders' remuneration and vary that remuneration from time to time as appropriate, in consultation with the Chairman of EHCC, and within the established salary range for DMT roles.
9. However, a number of current DMT members were appointed some considerable time ago and it has not been possible to find consistent

delegations in respect of determination of all DMT members' remuneration, including for some DMT members who have accrued considerable experience in post. To enable the Chief Executive to continue to determine the remuneration of all DMT members consistently and with appropriate governance, EHCC are asked to formally delegate to the Chief Executive, in consultation with the Chairman of EHCC, authority to determine the remuneration of current and future DMT members from time to time, within the established pay range for these roles, currently £83,064 to £135,000.

10. New appointments to DMT posts will continue to involve approval by EHCC and member appointment panels as required.
11. Determination of remuneration for CMT members will continue to be dealt with under the delegation in Part 2 Chapter 4 of the Constitution and will therefore be subject to ratification by EHCC.

Public Sector Exit Payments – Employment Legislation and Consultation updates

12. Government legislated, through the Small Business Enterprise and Employment Act 2015, for a range of reforms that seek to restrict the payments that can be made to individuals on exit from a public sector organisation. These changes have been subject to several consultations since 2015. An update on each of these areas is provided below.

Restriction of Public Sector Exit Payments Regulations 2020 - £95k payments cap

13. In response to the feedback on the Restriction of Public Sector Exit Payments consultation which closed in July 2019, Government have announced that they plan to implement the £95k exit payments cap. The Restriction of Public Sector Exit Payments Regulations 2020 'the exit payment regulations', which have previously been reported to EHCC, will come into effect for all exits on or after 4 November 2020.
14. Key provisions of those regulations state that any payments made to an employee by way of their exit will be capped at £95k. Exit payments include:
 - Any payment on account of dismissal by reason of redundancy,
 - pension strain to reduce or eliminate an actual reduction to a pension on early retirement the employee would otherwise suffer,
 - compensation pursuant to an ACAS settlement,
 - ex-gratia or severance payments,
 - payments made on voluntary exit,

- payment in lieu of notice where contractually entitled, where this is above 25% of their salary (not applicable to Council employees as contracts of employment do not include the right to pay in lieu of notice)
 - payment to extinguish liability for a fixed term contract,
 - any other payment, whether under contract or otherwise, in consequence of termination of employment or loss of office.
15. The pension strain charge is a cost paid by the employer if an employee is made redundant aged between 55 and their normal pension age. The pension strain paid by the employer ensures that the employee suffers no actual reduction in their benefits accrued to the date of redundancy.
16. Payments that are exempted from the £95k cap are those made in respect of death in service, any payment in respect of incapacity as a result of injury, accident or illness, pay in lieu of contractual annual leave, and payment in compliance with an order of a court or tribunal.
17. Where multiple payments are being made employers must not reduce the value of a statutory redundancy payment. The value of the other payments must be reduced instead.
18. There are two waivers within the regulations. The first is a mandatory waiver for payments made in relation to whistleblowing, discrimination and similar cases that could be considered by an ET.
19. The second is a discretionary waiver. There are 3 categories of discretionary waver which are:
- undue hardship – the LGA have advised that this will have a very tight definition and it is intended that this would be used rarely,
 - where workforce reform would be inhibited – this is not currently defined,
 - where an individual's exit is delayed and takes effect after the implementation date and the delay is not attributable to the employee (e.g. it may be due to Covid-19).
20. In these cases, the waiver would be subject to approval by Full Council and by both MHCLG and HM Treasury following submission of a business case.
21. There is no provision for the £95k cap to be index linked though Government will keep the figure under review.
22. Further clarity is needed from Government on the application of these regulations as these new provisions conflict with existing LGPS regulations

where someone exits the organisation through redundancy or efficiency at age 55 or over. In these types of exit, Local Authorities are required to pay a pension strain charge which, depending on age, salary and length of pensionable service, in itself can exceed the £95k cap. The necessary Treasury Directions and, MHCLG guidance are, at the time of writing, expected week commencing 19 October 2020.

23. The Council's policies and procedures will be updated as appropriate to comply with this legislative change.

Reforming Local Government Exit Pay Consultation – redundancy payments

24. In addition to the £95k cap, Government consulted on a framework for further reform of redundancy pay in 2016, the details of which were previously reported to EHCC. MHCLG have now published a fresh consultation on how that framework should apply within the Local Government workforce. The framework intends to limit local government redundancy payments as well as pension strain costs for early retirement under the Local Government Pension Scheme.

25. In relation to further reforms of exit payments, the consultation is seeking views on equalities/workforce impacts of those reforms. Those reforms are as follows:

- Set a maximum limit for calculating redundancy payments at three weeks' pay per year of service,
- Limit the number of months' salary that can be paid as a redundancy payment at a maximum of 15 months,
- Cap the maximum salary on which redundancy pay can be based on at £80,000 (which is subject to inflation reviews).

26. Our current understanding based on the wording in the latest Government consultation document is that these wider reforms (unlike the £95k cap) only apply to redundancy situations and not to other exits, e.g. efficiency that would be wrapped up in a settlement agreement. However, we need to wait for the outcome of the consultation and any detailed guidance to be published to know whether this is the case if or when implemented.

27. In addition to the above the current consultation sets out the following further reforms for exits where access to pension would be granted in the case of redundancy or efficiency:

- Regardless of the total value of the exit payments, pension strain charges to be paid by the employer will be reduced by the value of the statutory redundancy payment. Statutory redundancy payment is based on age,

length of service and a capped weekly pay of £538. This will result in an actuarial reduction in the pension the employee receives.

- Where the employer pays any amount of pension strain cost in respect of an employee's exit, an employer may not grant an employee any discretionary redundancy payment. However, in the rare cases where the discretionary payment would have had a higher value than the pension strain cost the member will be entitled to take the pension enhancement delivered by the strain cost plus a cash payment equal to the difference between the strain cost and discretionary redundancy payment.

28. Employees will be given a choice to use their statutory redundancy payment to offset any reduction in their pension. They may also choose to pay into the pension fund from their own resources to avoid the actuarial reduction.
29. The proposal which sets to limit the number of weeks' redundancy pay that can be paid to an individual at three weeks per year of service will impact upon the Council's Enhanced Voluntary Redundancy Scheme. The voluntary scheme currently offers a payment equivalent to 20 weeks' pay provided that permanent employees have at least two years' continuous service with the Council. If Government's maximum limit of three weeks' pay per year of service is implemented, it would mean employees with less than 7 years' service with the Council would receive a reduced voluntary severance payment as set out in the following table:

Length of Service	EVR2	Maximum exit-pay following implementation of new regulations
2 years	20 weeks	6 weeks
3 – 6 years	20 weeks	9 to 18 weeks (3 weeks per year of service)
7 years (plus)	20 weeks	20 weeks

30. Though, as a result of these changes, the EVR2 scheme would be less attractive to those members of staff with less than 7 years' service an amended scheme will continue to be a valuable tool for the Council to effect transformation through voluntary means. The scheme will, dependent on an individual's length of service, age and LGPS membership, still enable some staff to exit the organisation on grounds of redundancy on enhanced terms.
31. The Council has responded to the reforming local government exit pay consultation which closed on the 9th November 2020. An update on the outcome of this consultation will be provided once Government has responded. There is no proposed formal implementation date and the regulations which

would enact the proposals outlined above have not yet been laid before Parliament.

32. If these proposals are implemented the Council will update its policies and procedures including the EVR2 scheme to ensure that they remain legislatively compliant.

Public Sector Exit Payment Recovery Regulations – repayment of exit payments

33. Alongside the £95k payments cap, the Small Business Enterprise and Employment Act 2015 also legislated for regulations which would require public sector workers to repay exit payments if they are re-employed in the public sector within 12 months and if they had a salary of £80,000 or more at the point of exit. Draft regulations were published in 2016.
34. Payments for loss of employment, including discretionary payments to buy out actuarial reductions to pensions and severance payments are in scope of these proposed regulations.
35. It is proposed that the recovery amount will be reduced over time for a return at any point up to 12 months from exit.
36. The draft regulations require the individual to notify their new and previous employer where they propose to return to the public sector after they have received a public sector exit payment within the previous 12 months. It then requires the old employer to make arrangements with individuals where exit payments are due to be recovered
37. At the time of writing, there is no development on the draft Public Sector Exit Payment Recovery Regulations 2016 and Government's response on this consultation is still awaited.

Summary

38. These are wide ranging and complex changes which if fully implemented will affect staff differently depending on their age, length of service and whether they are a member of the LGPS. Several examples are provided at appendix A.

Other Employment Legislation updates

39. There have been no developments in Government's intention to legislate neonatal leave and pay or any of the other proposed aspects in the anticipated draft Employment Bill as previously reported to EHCC.

Consultation updates

40. Government are considering responses to several consultations that have been reported previously to EHCC in July 2020. At the time of writing, there is no update on the following consultations:

- Ethnicity pay gap reporting
- How to reduce ill-health related job losses
- Measures to address one-sided flexibility
- Sexual harassment in the workplace
- Confidentiality clauses
- Carers' leave

41. In respect to Ethnicity Pay Gap Reporting, parliament is set to debate mandatory publishing of ethnicity pay gap data after a petition for its introduction passed over 100,000 signatures.

New Consultations

Supporting domestic abuse victims in the workplace

42. Government has recently launched a consultation to gather views on how best to support domestic abuse victims within the workplace. Government is calling for employer opinion on the support which is currently offered within the workplace and whether there is potential to do more such as providing an outlet for reporting abuse, financial aid, or emotional support. Currently, the Council offer the following support measures to employees who are experiencing domestic abuse:

- A framework for employees to report and for managers to respond to domestic abuse concerns is provided within the Domestic Abuse Policy and How to Guide.
- The opportunity to take leave or work flexibly is provided to enable the employee to attend appointments during work time with various support agencies or to attend hearings.
- In the moment confidential counselling support and telephone advice is offered through the Employee Support Service.
- Risk assessments when an employee discloses domestic abuse are conducted to ensure that the appropriate health, safety, and security arrangements are put in place.

43. The support in the workplace for victims of domestic abuse consultation is part of a broader Government review of employment rights for domestic abuse survivors. The consultation closed on the 9th September 2020.

National Insurance Contributions holiday for veterans

44. A consultation which seeks views on the proposed National Insurance Contributions holiday for veterans which was announced in the 2020 Spring Budget has been published. This measure would introduce an Employer National Insurance Contributions relief on the wages of veterans for the first 12 months of their civilian employment from April 2021. This consultation requests views on how to implement this relief, how Government intends to define eligible veterans and the qualifying employment periods that should apply to this scheme. The Council has responded to the consultation which closed on the 5th October 2020. If Government decides to enact employer National Contributions relief on veterans' pay, the Council will amend its policies and procedures accordingly.

Proposals to rectify age discrimination in public sector pension schemes

45. Government have produced two consultations which call for views on proposals to rectify the age discrimination in public sector pension schemes as identified in the case of McCloud. The Courts found that protection arrangements put in place in many public sector pension schemes when the schemes were reformed in 2014 to 2015 directly discriminated against younger scheme members.
46. Generally, the consultations propose to remove the discrimination by abolishing the condition that required a member to be within 10 years of retirement to be eligible for transitional protection. Of the two consultations, one deals with most public sector schemes, whilst the other only covers the Local Government Pension Scheme. The proposals for practically addressing the discrimination vary within the two consultations due to the differing approach the Local Government Pension Scheme took to provide transitional protection during the scheme's reform in 2014.
47. The consultation which covers the Local Government Pension Scheme specifically intends to address the discrimination to LGPS members by extending the underpin protection to all members who were not old enough to receive the protection when it was originally introduced. This protection would mean that all eligible LGPS members would receive a guarantee that their career-average pension would be at least as high as the final-salary pension they would have received in the old legacy scheme. Government intend to apply this protection retrospectively from 2014 to 31st March 2022, or the member's underpin date, where earlier.

48. The proposals set out within the consultations would apply to all employees who were active scheme members on the 31st March 2012 and who have accrued benefits under the revised schemes, including those with a qualifying break in service of less than 5 years.
49. The changes to the pension schemes are proposed to take effect from April 2022. Draft regulations which provide a framework to revise the Local Government Pension Scheme have been published alongside the respective consultation. The Local Government Pension Scheme focused consultation closed on the 8th October, whilst the other closed on the 11th October 2020.
50. An update on the outcome of these consultations will be provided once Government has responded.

Recommended Update to Shortage Occupations List

51. In March 2020, the Home Secretary commissioned the Migration Advisory Committee to review the occupations it had placed on its Shortage Occupation List. The occupations on the list are given special dispensations within the current immigration rules to make it easier for employers to access migrant labour to fill vacancies. EHCC should note that the MAC have recommended that 'senior care workers' are added to the List, an addition that the County Council requested through the consultation. If the recommendations are approved, the salary threshold applied will determine how this will impact on roles in the County Council such as Children's Residential Workers and Community Rehabilitation Care Workers.

Consultation and Equalities

52. The exit payment regulations are subject to a national Equalities Impact Assessment, which the government have yet to publish. Any subsequent changes to HCC policy as a result of these regulations, or other national changes identified in this paper may be subject to separate Equalities Impact Assessments that will be conducted, where required, as part of the process to amend policy.

Conclusions

53. Updates on the matters covered by this paper will be supplied to EHCC as further details and clarity are provided.

Appendix A – Case Examples

Example 1 – Grade G (£44k p:a), aged 59, with 2 years’ service (total package does not exceed the £95k cap)	
Current position	Proposed Position
<p>Pension strain of £9k and access to unreduced pension HCC Severance Payment of £2.5k Total exit package £11.5K</p>	<p>Pension strain of £7.4k (i.e. £9k less Statutory Redundancy Payment of £1.6k) and access to reduced pension PLUS Statutory Redundancy Payment of £1.6k with option to pay part or all of the Statutory Redundancy payment into their pension and offset the reduction = total exit package of £9k OR, Defer pension and take max severance package of £2.5k = total exit package of £2.5k</p>
Example 2 – Grade F (£38k p:a), aged 56, with 14 years’ service (total package exceeds the £95k cap)	
Current position	Proposed Position
<p>Pension strain of £89k and access to unreduced pension HCC Severance Payment £14.8K (greater than what they’d receive under EVR2) Total exit package £104k</p>	<p>Pension strain of £77.7k (i.e. £89k less Statutory Redundancy Payment of £11.3k) and access to reduced pension PLUS Statutory Redundancy Payment of £11.3k with option to pay part or all of the Statutory Redundancy Payment into their pension and offset the reduction = total exit package of £89k OR, Defer pension and take max severance package of £14.8k = total exit package of £14.8k</p>
Example 3 – Grade G (£47k p:a), aged 57, with 10 years’ service (total package exceeds the £95k cap)	
Current position	Proposed Position
<p>Pension strain of £156k and access to unreduced pension HCC Severance Payment of £13.5k or £18K (if offered EVR2) Total exit package £ 169.5k or £174k (EVR2)</p>	<p>Pension strain of £87k (i.e. capped at £95k less Statutory Redundancy Payment of £8k) and access to reduced pension PLUS Statutory Redundancy Payment of £8k with option to pay part or all of the Statutory Redundancy Payment into their pension and offset £8K of the reduction, therefore still an actuarial reduction of £69k = total exit package of £95k. Plus the ability to pay from private financial resources £69K to secure an actuarially unreduced pension OR, Defer pension and take max severance package of £18k = total exit package of £18k</p>

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

This proposal does not link to the Strategic Plan but potentially impacts the County Council's workforce strategy.

Other Significant Links

Direct links to specific legislation or Government Directives

<u>Title</u>	<u>Date</u>
Policy and Legislation Update	9 th March 2020
Pay, Policy and Legislation Update	9 th July 2020

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:

Equality objectives are not considered to be adversely affected by proposals in this report.

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Employment in Hampshire County Council Committee
Date:	12 November 2020
Title:	Hampshire County Council Pay Statement – Financial Year 2021/22
Report From:	Chief Executive

Contact name: Barbara Beardwell, Head of Law & Governance and Monitoring Officer

Tel: 01962 845157

Email: barbara.beardwell@hants.gov.uk

Purposes of this Report

1. The purpose of this report is to set out the proposed Pay Statement for 2021/22, and to seek the recommendation of the EHCC Committee of the proposed Pay Statement to the County Council.

Recommendations

2. 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 2021/22 in accordance with the requirements of the Localism Act,
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 remuneration of staff determined prior to consideration of the Pay Statement by full Council.

Executive Summary

4. This report outlines the requirements on the County Council in respect of pay accountability placed on the County Council in consequence of the Localism Act ("the Localism Act"), Chapter 8, Sections 38 to 43.
5. By virtue of Section 38 of the Localism Act, the County Council is required to prepare a Pay Statement ("Pay Statement") for each financial year. This

Pay Statement needs to set out the County Council's policies in respect of the remuneration of its Chief Officers, the remuneration of its lowest paid employees, and the relationship between the remuneration of its Chief Officers and the remuneration of employees who are not Chief Officers.

6. Section 39 of the Localism Act requires that a Pay Statement required under the Localism Act is prepared and approved by full Council prior to 31 March immediately preceding the year to which it relates. The County Council must comply with the provisions of the approved Pay Statement when making any determinations in respect of the remuneration of Chief Officers in the financial year to which such Pay Statement relates. A copy of the proposed Pay Statement for 2021/22 is attached at Appendix A to this report.

Contextual information

- 7 Chief Officer" is defined as Section 43 (2) of the Localism Act, and means each of the following:
 - The Head of Paid Service
 - The Monitoring Officer
 - A Statutory Chief Officer
 - A Non-Statutory Chief Officer
 - A Deputy Chief Officer
- 8 Together with the Head of Paid Service, the terms "Statutory Chief Officer" and "Non-Statutory Chief Officer" include the County Council's current Corporate Management Team (CMT), and the Director of Public Health.
- 9 The Statutory definition of "Deputy Chief Officer" is however much wider and goes beyond the County Council's local definition of how a Chief Officer post might be described, and includes not only Deputy Directors, but also Assistant Directors and Heads of Service, if reporting directly or are directly accountable to a member of CMT in respect of all or most of their duties.
- 10 Section 38 (3) of the Localism Act also requires that the County Council includes within its Pay Statement a definition of its "lowest paid" employees, and the County Council's reasons for adopting the definition. "Lowest paid" employees are defined at paragraph 5 of the Pay Statement to mean those members of staff employed at Grade A on the County Council's main pay framework.
11. Section 38 (4) of the Localism Act sets out a number of mandatory matters which must be included within a Pay Statement. These are:
 - The level and elements of remuneration of each Chief Officer

- Remuneration of Chief Officers on appointment
 - Increases and additions to remuneration for each Chief Officer
 - The use of performance-related pay for Chief Officers
 - The use of bonuses for Chief Officers
 - The approach to the payment of Chief Officers on their ceasing to hold office under or to be employed by the County Council
 - The publication of an access to information relating to the remuneration of Chief Officers.
- 12 There is discretion within the Localism Act for the County Council to also include within its Pay Statement, policies in respect of the remainder of its workforce. In the interests of openness and transparency, the County Council's Pay Policy in respect of employees who are not Chief Officers for the purposes of the Localism Act is set out at Section 1 of the Pay Statement.

Statutory Guidance

- 13 Section 40 of the Localism Act requires that in performing its functions under the Localism Act and in preparation and approval of a Pay Statement the County Council must have regard to any guidance issued by the Secretary of State. Guidance ('the Guidance') has been issued by the Department of Communities and Local Government 'Openness and Accountability in local pay' dated February 2012 in this regard. Further guidance ('the Supplementary Guidance') has been issued dated February 2013 supplementing the Guidance.
- 14 Under the provisions of the Guidance and the Supplementary Guidance the County Council is required to explain in its Pay Statement, its policies in respect of the employment of ex-Chief Officers in receipt of a redundancy payment, including its policy towards the re-engagement of Chief Officers previously employed by the County Council, under a Contract for Services.

Commentary

- 15 The draft Pay Statement attached at Appendix A is divided into three parts. These are an opening generic introduction covering the requirements of the Localism Act and specifically the definition of 'Chief Officers', followed by two policy sections. Section 1 describes the position in respect of employees who are not Chief Officers within the meaning of the Localism Act, and whose remuneration is covered by the County Council's main pay framework. Section 2 describes the position in respect of Chief Officers as defined by the Localism Act.
- 16 As indicated at paragraph 9 of this report, the Localism Act contains a wider definition than the traditional definition of 'Chief Officer' and includes not only Deputy Directors, but also Assistant Directors and Heads of Service, if reporting directly to or accountable to a member of CMT in

respect of all or most of their duties.’ Given the differing scale, size and responsibilities of the respective Chief Officer posts, it is sensible from an organisational perspective to group Chief Officers into three categories as set out below, and referred to at paragraphs 23–25 of the Pay Statement. In doing so the Pay Statement makes better sense of those existing post holders paid at or beyond grade K on the main pay framework. These three categories are:

a) the Head of Paid Service

b) Statutory Chief Officers and Non-Statutory Chief Officers

c) the Monitoring Officer and other Senior Officers falling within the statutory definition of Deputy Chief Officer.

- 17 The County Council's Constitution requires that the remuneration of Chief Officers on appointment outside the main pay framework require Chief Executive and EHCC Committee approval. In accordance with the Statutory Guidance, the County Council has agreed that the EHCC Committee will exercise this responsibility with regard to all Chief Officer and Deputy Chief Officer remuneration outside the main pay framework, whether on appointment or otherwise. This point is covered at paragraph 22 of the Pay Statement.
- 18 In exercising these responsibilities, it is recognised that the EHCC Committee is the responsible Committee for remuneration of all Chief Officer appointments arising from the implementation of any future structural management arrangements and/or any appointments (joint or otherwise) arising from the formalisation of any new shared services arrangements or legislative changes. The EHCC Committee will determine remuneration in respect of all future Chief Officer appointments or changes to Chief Officer remuneration after appointment in accordance with the policies set out in the Pay Statement. The County Council has also agreed that the EHCC Committee is responsible for approval of any severance packages in respect of Chief Officers leaving the County Council.
- 19 Salary ranges of staff on Grades A-K referred to at paragraphs 9 and 12 and detailed at Annex 1 of the Pay Statement are as per 1 April 2020, and cover the period to 31 March 2021. Pay categories for Chief Officers and Deputy Chief Officers referred to at paragraphs 23 to 25 of the Pay Statement are also as per April 2020 and cover the period to 31 March 2021. Should there be a pay award for staff for 2021/22, the table at Annex 1 and Paragraphs 23-25 of the Pay Statement will be updated accordingly.
- 20 Finally, it should be noted that Government is currently consulting on a number of changes regarding the calculation of redundancy payments. The EVR2 Scheme referred to in table at Annex 2 of the draft Pay Statement reflects the position as it currently stands. Should this be necessary the table at Annex 2 will be updated to reflect any legislative change so that it remains legally compliant.

CORPORATE OR LEGAL INFORMATION:

Links to the Strategic Plan

This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because of the statutory requirements of the Localism Act 2011.

Other Significant Links

Links to previous Member decisions:

<u>Title</u>	<u>Date</u>
Hampshire County Council Pay Statement Financial Year 2012/13	23 February 2012
Hampshire County Council Pay Statement Financial Year 2013/14	21 February 2013
Hampshire County Council Pay Statement Financial Year 2014/15	20 February 2014
Hampshire County Council Pay Statement Financial Year 2015/16	19 February 2015
Hampshire County Council Pay Statement Financial Year 2016/17	18 February 2016
Hampshire County Council Pay Statement Financial Year 2017/18	16 February 2017
Hampshire County Council Pay Statement Financial Year 2018/19	22 February 2018
Hampshire County Council Pay Statement Financial Year 2019/20	14 February 2019
Hampshire County Council Pay Statement Financial Year 2020/21	13 February 2020

Direct links to specific legislation or Government Directives

<u>Title</u>	<u>Date</u>
Localism Act	2011
DCLG Guidance 'Openness and Accountability in Local Pay'	February 2012
DCLG Supplementary Guidance 'Openness and Accountability in Local Pay'	February 2013

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	

IMPACT ASSESSMENTS:

1. Equalities Impact Assessment:

1.1 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 under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
 - b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
 - c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.
- a. Equalities have been considered and no adverse impact identified.

21 Impact on Crime and Disorder:

- a. The proposals will have no impact on crime and disorder

22 Climate Change:

- i. How does what is being proposed impact on our carbon footprint / energy consumption?
No impact has been identified.
- ii. How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?
No specific measures have been identified.

Hampshire County Council Pay Statement Financial Year 2021/22 (Draft)

1. The purpose of this Pay Statement (“Pay Statement”) is to set out Hampshire County Council’s pay policies relating to its workforce for the financial year 2021-22, including the remuneration of its Chief Officers and that of its lowest paid employees.
2. The responsibility for functions and delegated authority in respect of the determination of the terms and conditions of staff employed by the County Council is detailed in the County Council’s Constitution; in particular, Part 2: Chapter 2.1 and Part 2: Chapter 4, and this Pay Statement is subject to those provisions.
3. With the exception of teaching staff and associated school advisory roles where pay is governed by National consultation groups and apprentices on the National Minimum Wage, pay for all staff, including Chief Officers, is set by the Employment in Hampshire County Council (“EHCC”) Committee with annual pay awards below senior management level being determined by the outcome of the national local government award and customarily applied to senior managers. The EHCC Committee is proportionally constituted and comprises elected County Councillors from the main political parties, and has responsibility for locally determined terms and conditions of employment for staff.
4. For the purposes of this Pay Statement and in accordance with the Localism Act 2011 (“Localism Act”), staff employed by the County Council have been separated into two groups:
 - (a) Employees who are not Chief Officers as defined by the Localism Act
 - (b) Chief Officers as defined by the Localism Act
5. An “employee who is not a Chief Officer” refers to all staff, who are not covered within the “Chief Officer” group as outlined below. This includes the “lowest paid employees”. In the context of the County Council other than apprentices the “lowest paid employees” are those employed at grade A on the County Council’s pay framework. This is because grade A is the lowest grade on the County Council’s pay framework.
6. Section 43(2) of the Localism Act defines Chief Officers for the purposes of the Localism Act. Currently, the following roles within the County Council fall within the definition of “Chief Officers”:
 - (a) Head of Paid Service (Chief Executive)

- (b) Monitoring Officer
- (c) Statutory Chief Officers (Director of Corporate Resources as Section 151 Officer, Director of Children's Services, Director of Adults' Health and Care, and Director of Public Health)
- (d) Non-Statutory Chief Officers (Director of Culture, Communities and Business Services, Director of Economy, Transport and Environment, and Director of Transformation and Governance.
- (e) Deputy Chief Officers (Deputy Directors, Assistant Chief Executive, Assistant Directors and Heads of Service if reporting directly or are directly accountable to a Statutory or Non-Statutory Chief Officer in respect of all or most of their duties).

Section 1 - Employees who are not Chief Officers as defined by the Localism Act

7. These staff are subject to the County Council's main pay framework. This was implemented in April 2007 in line with National guidance, with the grade for each role being determined by a consistent job evaluation process. This followed a national requirement for all Local Authorities, and a number of other public sector employers, to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer. As part of this, the County Council determined a local pay framework.
8. There are 11 grades (A-K) in the pay framework, grade A being the lowest and grade K the highest. Each employee will be on one of the 11 grades based on the job evaluation of their role. Each grade consists of 5 steps, with the exception of grades A and B which consist of fewer steps. Employees can progress within the salary range of their grade, having regard to the County Council's performance management arrangements.
9. All employees are paid within the salary range for their grade. Each "lowest paid employee" is paid within the salary range for grade A. All other employees are paid within the salary range for the grade of their role i.e. B-K. Details of the Council's salary ranges are published on the County Council's website, and a copy of those salary ranges currently as at 1 April 2020 is attached at Annex 1 to this Pay Statement.
10. Employees new to the County Council will normally be appointed to the first step of the salary range for their grade. Where the candidate's current employment package would make the first step of the salary range unattractive or where the employee already operates at a level commensurate with a higher salary, a different starting salary may be considered by the recruiting manager. This will be within the salary range for the grade. The candidate's level of skill and experience should be consistent with that of other employees in a similar position on the salary range.

11. Employees' performance during the course of the year is reviewed within the County Council's performance management arrangements, and pay progression within the grade is subject to satisfactory performance.
12. Pay awards are considered annually for staff. For those staff up to and including grade G the outcome of the national consultations by the Local Government Employers in negotiation with the Trades Unions is applied. For staff at grade H and above the value of any pay award is determined by the EHCC Committee. Since the implementation of the County Council's pay framework, the EHCC Committee has applied the same percentage award determined nationally. The question of a pay award for staff for 2021/22 has not yet been determined. Should there be a pay award for staff for the year 2021/22, then the table at Annex 1 will be updated accordingly.
13. There is a Special Recognition Scheme, under which a one-off payment may be awarded to a member of staff as a recognition for a particular piece of work or a substantial achievement above what is expected as part of their ordinary day-to-day work. All Special Recognition Scheme payments are subject to departmental governance arrangements, and where required Chief Officer approval, are not consolidated into base salary and are funded from within existing budgets.
14. Allowances such as relocation assistance or other payments, for example shift working, may be made to staff in connection with their role or the patterns of hours they work in accordance with the County Council's collective agreement ('EHCC 2007') and subsequent amendments thereto, and other governance arrangements.
15. The County Council recognises that employees sometimes incur necessary expenditure in carrying out their responsibilities, for example travel costs. Employees will be reimbursed for reasonable expenses incurred on County Council business in accordance with the County Council's collective agreement ('EHCC 2007') and subsequent amendments.
16. Other than where required in order to carry out specific requirements of a role, for example the provision of accommodation for care workers required to live on site, there will be no benefits in kind payable to employees of the County Council
17. All employees as a result of their employment are eligible to join the Local Government Pension Scheme. The County Council will not consider the purchase of additional pension for employees under the provisions of the Local Government Pension Scheme Regulations 2014. However, it will consider enabling employees to use part of any redundancy payment to buy additional pension, where they leave on the grounds of efficiency.
18. Redundancy payment arrangements will be based on the County Council's standard redundancy scheme. In support of efficient organisational change and transformation linked to the need for efficiencies and expenditure

reduction, the County Council also operates a voluntary redundancy scheme approved by EHCC Committee. The County Council remains committed to enabling workforce reductions through voluntary measures wherever possible and any future voluntary redundancy or other termination measures will be in accordance with approved County Council policies. Details of the standard and voluntary redundancy schemes are attached at Annex 2 to this Pay Statement.

19. Except in exceptional business circumstances, no employee who has left the County Council under the terms of the standard redundancy scheme or any voluntary redundancy scheme or severance arrangement, will be re-employed by the County Council in any capacity for a minimum period of 12 months from the dismissal date. If re-employment is sought within 12 months of the termination date, approval is required from the relevant Chief Officer, the Deputy Chief Executive and Director of Corporate Resources as Section 151 Officer and the Assistant Director - Human Resources and Workforce Development. In addition, if the ex-employee was previously employed at grade H and above and/or is seeking re-employment at grade H and above, Chief Executive approval is also required.
20. Except in exceptional business circumstances, no employee who has left the County Council under the terms of the standard redundancy scheme, any voluntary redundancy scheme or severance arrangements, will be re-engaged by the County Council under a contract for services within a minimum period of 12 months of the dismissal date. In this case the authorisation requirements set out at Paragraph 19 of this Pay Statement in respect of re-engagement of ex-employees will apply.

Section 2 - Chief Officers as defined by the Localism Act 2011

21. Chief Officers are paid either within the County Council's main pay framework, or on "spot" remuneration. The remuneration of Chief Officers on appointment has regard to the relative size, breadth and challenge of the role compared to other Chief Officer roles within the County Council, performance and taking appropriate advice from Korn Ferry (formerly known as HAY) and follows the same principles operated within the main pay framework. Account is also taken of other relevant available information, including the remuneration of Chief Officers in other similar sized organisations.
22. The Constitution requires that remuneration of Chief Officers on appointment outside the main pay framework requires Chief Executive and EHCC Committee approval. The EHCC Committee will continue to exercise responsibility for all Chief Officer remuneration outside the main pay framework, whether on appointment or otherwise. Chief Officer remuneration payable from 1 April 2020 falls within three categories as outlined below.

23. The Head of Paid Service is paid remuneration of £231,115.
24. Statutory Chief Officers and Non - Statutory Chief Officers are paid remuneration within the range of £123,000 - £196,800.
25. The Monitoring Officer and Deputy Chief Officers are paid remuneration within the range £83,064 - £135,000.
26. The annual pay review for Chief Officers paid outside the main pay framework is considered by the EHCC Committee each year, alongside recommendations for staff paid between grades H and K in accordance with Paragraph 12 of this Pay Statement. Likewise to support the annual review of remuneration of these Chief Officers, information may be provided on inflation, earnings growth, and any significant considerations from elsewhere in the public sector.
27. Typically, Chief Officers have received the same percentage pay award as other managers and staff groups within the County Council. In each year since implementation of the new pay framework, EHCC Committee has applied the same percentage award determined nationally for other grades of employees within the County Council. Chief Officers are subject to the same performance management arrangements as detailed for employees who are not Chief Officers. Chief Officers paid outside the main pay framework do not receive incremental pay progression. In years where a pay award is available, performance will be taken into account when determining whether any award will be made. Should there be a Pay Award for Chief Officers for the year 2021/22 then Paragraphs 23-25 will be updated accordingly.
28. Within the above Chief Officer categories any increase to the remuneration of Chief Officers outside the annual review process, for example as a consequence of increased responsibilities arising from the formalisation or implementation of new shared services arrangements, requires Chief Executive and EHCC Committee approval.
29. The Special Recognition Scheme referred to at Paragraph 13 of this Pay Statement is however also applicable to Chief Officers. Any proposed Special Recognition Payment in respect of CMT is subject to ratification by EHCC.
30. No other charges, fees or allowances or remuneration are payable to Chief Officers in connection with their responsibilities. No fees for election duties are included in Chief Officer remuneration, nor are any additional fees payable for such responsibilities.
31. Chief Officers may where applicable receive allowances, such as relocation assistance in accordance with the County Councils collective agreement

(EHCC 2007), and subsequent amendments thereto, and other governance arrangements.

32. The County Council recognises that Chief Officers sometimes incur necessary expenditure in carrying out their responsibilities e.g. travel costs. Chief Officers will be reimbursed for reasonable expenses incurred on County Council business in accordance with the County Council's collective agreement (EHCC 2007) and subsequent amendments.
33. There are no benefits in kind, such as private health insurance, payable to Chief Officers.
34. Chief Officers as a result of their employment are eligible to join the Local Government Pension Scheme in the same way as other employees. The County Council will not consider the purchase of additional pension for employees under the provisions of the Local Government Pension Scheme Regulations 2014. However, it will consider enabling employees to use part of any redundancy payment to buy additional pension, where they leave on the grounds of efficiency.
35. Chief Officers are subject to the same redundancy payment and severance arrangements as other staff as outlined in Paragraph 18 of this Pay Statement.
36. Chief Officers, who have left the County Council under the terms of the standard redundancy scheme, any voluntary redundancy scheme or severance arrangements are subject to the same policy on re-engagement by the County Council outlined at Paragraph 19 of this Pay Statement as other employees.
37. Except in exceptional business circumstances, no Chief Officer who has left the County Council under the terms of the standard redundancy scheme, any voluntary redundancy scheme or severance arrangement, will be re-engaged by the County Council under a contract for services within a minimum period of 12 months of the termination date. In this case the authorisation requirements set out at Paragraph 20 of this Pay Statement in respect of re-engagement of ex-employees will apply. No Chief Officer, as defined at Paragraphs 23-25 of this Payment Statement, will be employed by the County Council on terms and conditions which allow such an officer to be an employee of the County Council whilst operating in practice as a limited company for taxation reasons.
38. Details of Chief Officer remuneration have been published annually since 2010 as an extract from the County Council's Statement of Accounts and according to accountancy standards, as soon after the end of the relevant financial year as is reasonably practical. At that time the County Council will also update the publication of its pay multiple, that is the ratio between the highest paid employee and the median average earnings across the organisation, based on base pay. Gender Pay Gap reporting information will

also be published as part of the County Council's Open Data in accordance with statutory requirements.

Pay Statement Annex 1

Hampshire County Council's Pay Framework

Salary Ranges – from April 2020

		Grades	
		Step	
Salary Range	3	18,198	18,877
	2	17,962	18,562 <small>(see note 1 below)</small>
	1	17,842	18,562 <small>(see note 1 below)</small>

		Grades								
		Step	C	D	E	F	G	H	I	J
Salary Range	5	19,941	24,055	29,583	37,876	46,776	54,525	64,204	80,758	93,491
	4	19,699	23,358	28,724	36,777	45,416	52,940	62,331	78,404	90,768
	3	19,314	22,771	27,887	35,705	44,092	51,397	60,515	76,121	88,124
	2	19,129	22,003	27,300	34,663	42,805	49,900	58,752	73,901	85,555
	1	18,933	21,403	26,544	33,653	41,562	48,447	57,042	71,750	83,064

Note:

1. The salaries for steps 1 and 2 of grade B are the same. Staff paid on either step 1 or 2 of grade B will progress to step 3 from April 2021, as appropriate.
2. Salary ranges for Grades A–G are subject to the outcome of national pay negotiations.

Pay Statement Annex 2

Hampshire County Council

Standard and Voluntary Redundancy Schemes

Payments Based on Actual Weekly Pay

Current Age Groupings	Standard Redundancy Scheme (Weeks per year of service)	Years of Service	Voluntary Redundancy Scheme (Single Payment)
Service accrued up to and inc. 21	0.5	Service accrued – less than 2	0
Service accrued between 22-40	1.0	Service accrued – 2+	20
Service accrued age 41 and above	1.5		
Max Number of Weeks	30		