

AT A MEETING of the Employment in Hampshire County Council Committee of  
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on  
Wednesday, 13th March, 2019

Chairman:

\* Councillor Stephen Reid

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

\*Present

**34. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor Chris Carter, who was being deputised for by Councillor Huxstep.

**35. 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.

**36. MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting were reviewed and agreed.

**37. DEPUTATIONS**

No requests to make a deputation had been received.

**38. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcome Christine Reed, the interim Head of HR to the meeting.

**39. JOINT VENTURE WITH COMMERCIAL SERVICES KENT LTD TO SUPPLY AGENCY WORKERS TO HCC**

The Committee considered a report of the Director of Corporate Resources regarding the joint venture with Commercial Service Kent Ltd to supply agency workers to HCC.

An update was given on progress following Cabinet's decision to enter into the joint venture. It was noted that the key benefits were an increased flexibility to fill gaps and the ability to control costs whilst ensuring a consistently high standard. Support was being provided to agency workers, in particular throughout the transition.

Members expressed their confidence in entering a partnership with Kent support for the joint venture. Reassurance was given that for agency workers wishing to become permanent employees, routes would be available to do so. The requirements for the company with regards to the apprenticeship levy were discussed and it was agreed that further details would be provided in a future update. It was questioned whether opportunities existed for expansion into the provision of staff for other areas of the public sector in Hampshire and confirmed that although the setup does potentially allow for expansion, achieving stability for the core business was the first priority.

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

- i. That the EHCC Committee note the programme of work currently underway to implement the new Joint Venture 'Hampshire & Kent Commercial Services' for the sourcing and provision of Agency Workers from April 2019.
- ii. That a further update be provided to EHCC and Cabinet in six months.

#### 40. **CORPORATE MANAGEMENT CAPACITY**

The Committee considered a report of the Chief Executive regarding corporate management capacity.

The report was introduced and it was explained that regular reviews of management capacity were undertaken and this one coincided with the conclusion of the Transformation to 2019 programme. It also followed a number of changes in the senior management.

The organisation structure in the appendix was drawn to Members' attention. Details of each department were highlighted and the pressures of the Transformation programmes set out. With regard to the general approach of preserving senior management capacity, it was confirmed that all changes had been made within existing budgets and that senior management was not specifically protected from savings targets. All of the management structures were guided by the Transformation Practice, with the aim of ensuring the right level of support for front line officers to be able to deliver high quality services. The practice of having a nominated deputy for some senior roles was discussed and it was confirmed that this was determined through the most appropriate selection process in each case.

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

That the EHCC Committee

- i. Notes and agrees the proposed adjustments that are being made in departmental management arrangements, as outlined in the body of the report, in order to provide the necessary capacity and capability to meet the Council's change programme.
- ii. Agrees the reaffirmation of the previously established approach to local flexibilities in the development of interim additional capacity within DMTs in accordance with the constraints described in paragraph 3.23.

**41. THE HAMPSHIRE APPRENTICESHIP PROGRAMME - UPDATE**

[With regard to this item, Councillor Grajewski declared a personal interest by virtue of being a Governor at Eastleigh College]

The Committee considered a report of the Director of Children's Services regarding the Hampshire Apprenticeship Programme.

The report was introduced and the distinction between the County Council's apprenticeship programme and the programme for Hampshire schools was made. With regard to the County Council's programme, it was confirmed that the number of starts had increased and that the majority of these were for the professional development of existing staff. It was highlighted that the digital account for apprenticeships had a balance of £5 million, of which around £2.5 million was committed. It was explained that take-up of apprenticeships would increase as more professional qualifications became available through this route, in particular for social workers. The challenge in continuing to increase apprenticeship starts was acknowledged and would depend on the number of degree level options going forward. Apprenticeships into teaching were being promoted, but were currently limited as they required graduate entry and some other routes into teaching were better incentivised.

Members welcomed the report and were keen that apprenticeships were promoted beyond the County Council's own staffing requirements in the interests of supporting the wider Hampshire economy and furthermore were not only seen as an option for young people. It was agreed to amend the recommendations in the report to ask officers to consider ways in which the scheme could be promoted further and faster.

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

That the EHCC Committee

- i. Note the progress being made in the development and delivery of the Hampshire Apprenticeship and Hampshire Schools Apprenticeship programmes and ask officers to consider ways in which the scheme could be promoted further and faster.
- ii. Note the financial position including the pending clawback of uncommitted levy funds from May 2019.

iii. Receive a future update report in 2020.

**42. BREXIT - WORKFORCE IMPLICATIONS AND CONSIDERATIONS FOR HAMPSHIRE COUNTY COUNCIL**

The Committee considered a report of the Director of Corporate Resources regarding the implications of Brexit.

In setting out the report it was highlighted that the anticipated impact of Brexit on the County Council's workforce would be relative to the low proportion of EU staff. With the outcome of Brexit unclear, it was confirmed that programmes were in place to increase resilience through attracting and retaining staff and a number of other actions. It was questioned whether there was any potential pressure from Brexit on trading standards officers and acknowledged that whilst there could be, this would be higher in local authorities with a port.

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

That the EHCC Committee:

- i. Note the work underway to ensure the Council remains sighted on the potential impact of currently available information regarding Brexit and the mitigations being put in place.

**43. SHARED COST ADDITIONAL VOLUNTARY CONTRIBUTION SCHEME**

The Committee considered a report of the Director of Corporate Resources regarding the Additional Voluntary Contribution Scheme.

The report was introduced and welcomed by Members. Caution around promoting the scheme was emphasised as it should be an individual's decision.

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

That EHCC Committee:

- i. Approve the proposal outlined in this report to set up and implement a SCAVC scheme with the AVC provider Prudential for LGPS members.
- ii. Agree that amendments are to be made to the statement of particulars for any employee who joins the SCAVC plan. These amendments will state that the AVC contributions are considered to be a pensionable emolument and therefore will not affect LGPS pensionable pay.

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Chairman,