

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held virtually via Microsoft Teams on
Thursday, 12th November, 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

79. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Grajewski. Councillor Oppenheimer as the conservative substitute member was in attendance in her place.

80. 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.

81. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed

82. DEPUTATIONS

No deputations were received at this meeting.

83. CHAIRMAN'S ANNOUNCEMENTS

The Chairman reported that the democratic support to the committee had changed from Kevin Greenhough to Marie Mannveille. He thanked Kevin for his support.

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

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Corporate Resources providing an update on the National Pay Award and proposed employment-related legislative changes.

It was reported that the 2.75% pay award had been agreed and was being implemented for payment in November salaries backdated to April 2020. It was highlighted that the report was seeking approval for delegation to the Chief Executive to agree salaries of existing Departmental Management Team Members from time to time to reflect their experience in post.

It was noted that the cap on public sector exit payments of £95k came in on 4 November 2020. This new legislation caused a conflict with existing pensions regulations and guidance was awaited on how this should be resolved. The Ministry of Housing Communities and Local Government had also consulted on limits to redundancy payments and the consultation closed on 9 November 2020. The proposed changes would affect the County Councils Enhanced Voluntary Redundancy scheme for those staff with less than seven years of service.

Members asked questions for clarification. It was confirmed that up to 3% had been budgeted for the pay award so the outcome was within budget.

RESOLVED:

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

85. **HAMPSHIRE COUNTY COUNCIL PAY STATEMENT - FINANCIAL YEAR 2021/22**

The EHCC Committee considered a report of the Chief Executive regarding the Hampshire County Council Pay Statement for the 2021/22 Financial Year. The Localism Act requires that a Pay Statement be prepared and approved by full Council prior to the financial year to which it relates. The EHCC Committee was being asked to recommend the Pay Statement on to full Council.

The Pay Statement sets out the County Council's policies regarding remuneration of employees, from the lowest paid employees to Chief Officers. It was noted that if there were any legislative changes implemented in the relevant period the pay statement would be updated accordingly.

RESOLVED:

1. That the EHCC Committee recommends to the County Council approval of the Pay Statement as detailed in the 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.

2. 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.

Chairman,