

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Thursday,
11th November, 2021

Chairman:

* Councillor Stephen Reid

* Councillor Gary Hughes
* Councillor Adrian Collett
* Councillor Steve Forster
* Councillor Keith House
* Councillor Zoe Huggins
* Councillor Stephen Parker

a Councillor Stephen Philpott
* Councillor Arun Mummalaneni

*Present

Also present with the agreement of the Chairman: Martin James, Chairman of the Independent Remuneration Panel

13. APOLOGIES FOR ABSENCE

Apologies were noted from Cllr Stephen Philpott. Councillor Arun Mummalaneni attended in his place.

14. 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.

It was noted that dispensation had been granted to enable Members of this Committee to consider issues relating to Members Allowances.

Councillor House made a personal declaration when discussing the national pay award under the Pay Policy & Legislation update item, that he was a member of National Employers.

15. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed subject to the addition of apologies from Councillor Stephen Parker.

16. **DEPUTATIONS**

No deputations were received at this meeting.

17. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman indicated that he would adjourn the meeting a few minutes before 11 o'clock to enable members to attend a brief remembrance ceremony nearby.

18. **SENIOR MANAGEMENT UPDATE**

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Chief Executive regarding organisational and senior management changes since the last update in July 2021. It was noted that a Member Appointment Panel had agreed the Corporate Services appointments, and a Member Appointment Panel was due to take place later that day regarding the Economy Transport & Environment Department Management Team changes.

Members requested confirmation of the names of the officers in the posts referred to in the report, and contact details of key officers in the Economy Transport & Environment Department for Members to follow up issues raised by residents. It was agreed to make this information available on the Members Portal.

RESOLVED:

The EHCC Committee note the adjustments that have been made to departmental arrangements as outlined in the body of the report and as summarised below:

- Completion of the changes in Corporate Services following appointment of the Chief Executive.
- Deletion of the post of Assistant Director Transport.
- Deletion of the post of Assistant Director Economic Development.
- Revision of the role of Deputy Director of ETE and Lead on Economy, Infrastructure and Spatial Planning, subject to a Member Appointment Panel.
- Expansion of the role of Head of Transformation ETE and redesignation to Assistant Director of Transformation and Business Services Group subject to a Member Appointment Panel.
- widening of the remit of the Assistant Director of Highways, Traffic & Engineering and the change of job title to Assistant Director of Highways, Engineering and Implementation.
- widening of the remit of the Assistant Director of Waste Planning & Environment.

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

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Human Resources, Organisational Development and

Communications & Engagement, providing an update on the National Pay Award and an update on potential employment related legislative changes.

Regarding the pay award, it was noted that the three unions had voted to reject the final pay offer and were consulting their members on strike action. The Chairman highlighted that if the County Council wanted to take action locally to help lower paid staff it would mean coming out of the national pay negotiations and that would have significant implications.

Members asked questions and commented on the issues covered in the report including the new duty to prevent sexual harassment, ill health in the workplace, a consultation on flexible working and carer's leave.

RESOLVED:

1. That EHCC note the current position of the national pay negotiations and agree the application of the same national pay award to EHCC Grades H and above (as applied to Grades A – G), on the presumption that it is no more than 1.75%. Consultation with recognised Trade Unions will be undertaken regarding the implementation of this decision. It is not expected that the final settlement will be higher than this but if it is higher a decision will be brought back to EHCC.
2. That EHCC note the final position on the Home Working Allowance following consultation.
3. That EHCC note the updates on government consultations and potential employment legislation changes

The Chairman adjourned the meeting at 10:50am to enable members and officers to take part in a remembrance service. The meeting re-started at 11:10am.

20. MANDATORY VACCINATIONS POLICY

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Human Resources, Organisational Development and Communications & Engagement, regarding a new legislative requirement that workers working or deployed in a Care Quality Commission (CQC) registered care home are fully vaccinated against Covid-19.

It was reported that a new policy had been developed to reflect the new requirement, which took effect from the day of the meeting. Around 1500 staff were affected, of which five had been redeployed to other roles and twenty two remained who had not had the vaccination and therefore disciplinary action would be commenced to terminate their employment due to non-compliance with the policy.

RESOLVED:

That EHCC note the new statutory requirement and the Council's new Mandatory Vaccinations policy at Appendix A.

21. **CLOSE PERSONAL RELATIONSHIPS AT WORK POLICY**

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Human Resources, Organisational Development and Communications & Engagement, seeking EHCC agreement to implement a new Close Personal Relationships at Work policy for the Council.

It was noted that a small number of instances of relationships involved in performance cases had prompted bringing in the policy, however it was common in large organisations to have a policy on this issue. A 'how to' guide would be developed to support managers with applying the policy.

RESOLVED:

1. That EHCC agree to implement a Close Personal Relationships at Work policy as attached at Appendix A of the paper.
2. That EHCC delegate, to the Director of Human Resources, Organisational Development and Communications and Engagement Services, the authority to make any final amendments to the Close Personal Relationships at Work policy prior to its implementation following the conclusion of consultation with Trade Union representatives and departmental management teams and any ongoing minor amendments that arise from the future application of this policy.

22. **HAMPSHIRE COUNTY COUNCIL PAY STATEMENT - FINANCIAL YEAR 2022/23**

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Chief Executive setting out the proposed Pay Statement for 2022/23. It was noted that the pay statement would be updated if the pay negotiations conclude before the statement goes to County Council. Following a question, the Committee heard that the County Council publishes the ratio between the highest paid and the lowest paid, but does not have a specific policy on what the ratio should be.

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 2022/23 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.

23. MEMBERS ALLOWANCES SCHEME

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Chief Executive regarding the recommendations of the Independent Remuneration Panel (IRP) regarding amendment to the Members' Allowances Scheme 2021/22 and a new Members' Allowances Scheme for the years 2022/23, 2023/24, 2024/25 and 2025/26.

It was noted that the IRP was recommending new Special Responsibility Allowances (SRAs) for the role of 'Assistant to the Executive' and the Chairman of the River Hamble Harbour Board. It was recommended to retain the current requirement that an SRA for a minority political group leader only apply for political groups of four members or more. The Chairman of the IRP was in attendance for this item and the EHCC Chairman invited him to explain the rationale for the recommendations. It was noted that the level of SRA for the Chairman of the River Hamble Harbour Board was based on information provided on the workload and time commitment. Members were supportive of the level proposed.

RESOLVED:

1. The Employment in Hampshire County Council Committee thank the IRP for their work in considering this matter, and their recommendations as referred to in the report.
2. The Employment in Hampshire County Council Committee recommend to the County Council that approval be given to amendment of the Members' Allowances Scheme for 2021/22, if appropriate, and to a Members' Allowances Scheme for 2022/23, 2023/24, 2024/25 and 2025/26, which takes into account the recommendations of the Independent Remuneration Panel and the views of the EHCC Committee.

Chairman,