

## NOTICE OF MEETING

|                      |  |
|----------------------|--|
| <b>Meeting</b>       | Employment in Hampshire County Council Committee |
| <b>Date and Time</b> | Tuesday, 19th March, 2024 at 10.00 am            |
| <b>Place</b>         | Chute Room, Ell Court, The Castle, Winchester    |
| <b>Enquiries to</b>  | members.services@hants.gov.uk                    |

Carolyn Williamson FCPFA  
Chief Executive  
The Castle, Winchester SO23 8UJ

## FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on 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 5 - 8)

To confirm the minutes of the previous meeting held on 2 November 2023.

**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 AND LEGISLATIVE UPDATE (Pages 9 - 24)**

To consider a report from the Director of People and Organisation providing an update on several relevant pay and legislative matters.

**7. CHIEF OFFICERS UPDATE - LESS EXEMPT APPENDIX (Pages 25 - 30)**

To consider a report of the Director of People and Organisation on recent and proposed changes to the Council's Chief Officer Group.

**8. EXCLUSION OF THE PRESS AND PUBLIC**

RECOMMENDATION:

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 Paragraphs 1, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972, being information relating to any individual and information relating to the financial or business affairs of any particular person (including the authority holding that information) and information relating to consultations or negotiations, or contemplated consultation or negotiations, in connection with any labour relations matter arising between the authority and employees of the authority, which should not be disclosed for the reasons set out in the reports.

**9. CHIEF OFFICER UPDATE - EXEMPT APPENDIX (Pages 31 - 34)**

To receive an exempt appendix to Item 7 on the agenda.

**10. AMENDMENT TO SICKNESS ABSENCE POLICY (Pages 35 - 64)**

To consider an exempt report of the Director of People and Organisation regarding an amendment to the County Council's Sickness Absence Policy.

**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 attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk) for assistance.**

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.