

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Thursday
7th July 2022

Chairman:
p Councillor Kirsty North

p Councillor Gary Hughes
Councillor Adrian Collett
p Councillor Steve Forster
p Councillor Keith House

p Councillor Zoe Huggins
p Councillor Stephen Parker
p Councillor Stephen Philpott

31. APOLOGIES FOR ABSENCE

Apologies were noted from Cllr Collett. Cllr Park was in attendance in his place.

32. 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.

33. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

34. DEPUTATIONS

No deputation requests had been received for this meeting.

35. CHAIRMAN'S ANNOUNCEMENTS

The Chairman had no announcements to make on this occasion.

36. ANNUAL WORKFORCE REPORT 2021 - 2022

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Human Resources, Organisational Development and Communications & Engagement regarding the Annual Workforce Report for 2021/22.

The Director summarised the key points from the report and Committee Members asked questions for clarification and commented on the implications of the content. In relation to exit information it was commented that it would be preferable to increase the numbers providing feedback in order to better understand why staff leave the organisation.

It was discussed that for those characteristics that are voluntarily disclosed, the data needed to be treated with caution, as it may not be reflective of the true position across the organisation.

It was noted that the Council should ensure that it is maximising all the various communities in Hampshire as our potential workforce, including refugees from Afghanistan and Ukraine.

RESOLVED:

1. EHCC reviewed the content of the Annual Workforce Report (Annex One to the report).
2. EHCC noted the progress of the actions so far and next steps.

37. **CONNECT2HAMPSHIRE - UPDATE ON HAMPSHIRE'S TEMPORARY STAFFING AGENCY**

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 County Councils joint venture agency, Hampshire & Kent Commercial Services LLP (trading as Connect2Hampshire).

The Director's representative summarised the report and Committee Members asked questions for clarification and commented on the content. It was noted that Connect2Hampshire had completed its third year of trading and turnover had increased in the past year compared to the first two years. The County Council had provided a loan to get the organisation started and this had now been fully repaid.

The target was for 95% of the roles sourced through the agency to be supplied and this had been met. In addition, up to 20% of Connect2Hampshire's revenue turnover can be achieved through other traded activity. This option was yet to be pursued in earnest, although some small steps had been taken in the care sector to offer Connect2Hampshire services to independent care providers.

RESOLVED:

The EHCC noted the update for Connect2Hampshire in relation to 2021/22, including its performance during this period in relation to the provision of temporary agency workers to the County Council.

38. **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 2021 and 2022 National Pay Award; Special Severance Payments statutory guidance; potential employment related legislative changes; an update on the Deputy Chief Executive Arrangements and processes relating to the appointment of Chief Officers and Deputy Chief Officers.

The Director summarised the report and Committee Members asked questions for clarification and commented on the content. It was noted that the pay award for 2021 had been paid and the unions had put in their request for the 2022 award. It was discussed that for 2022 and beyond there would be a financial challenge, due to the cost-of-living increases.

It was noted that the EHCC agreement requires the application of the nationally agreed pay award to EHCC Grades A-G inclusive. Authority was being sought to apply the same pay award to grades H and above if it was no more than 4.5% over two years, in line with budget arrangements. If the settlement was higher than this, a decision would be brought back to EHCC.

It was noted that numbers of special severance payments made by Hampshire County Council were very low and there had been none over £100,000 in the recent past.

RESOLVED:

1. That EHCC note that the National Pay Award for 2021 has been implemented.
2. That EHCC note the current status of negotiations on the National Pay Award for 2022 (which applies from 1 April 2022) and agree to apply the national pay award to EHCC Grades A-G and payments for standby and sleeping in duties, once national negotiations have concluded, as contractually obliged to do so.
3. As in previous years, that EHCC agree to officers applying the same national pay award to EHCC Grades H and above, on the presumption that it is no more than 4.5% over 2 years in line with budget arrangements. If the settlement is higher than this, a decision will be brought back to EHCC.
4. That EHCC note the issues that will need to be addressed for 2024.
5. That EHCC notes the new statutory guidance on Special Severance Payments.
6. That EHCC confirms the Chief Executive has authority to approve Special Severance Payments to non-Chief Officers or Deputy Chief Officers leaving the Council, provided that any Special Severance Payments of £20,000 and above but below £100,000, shall be approved in consultation with the Chairman of EHCC; and
7. That EHCC recommends to the County Council that it remains the appropriate Committee to agree Chief Officer remuneration, for Chief Officers above Grade K, including individual salary offers in respect of any

new Chief Officer appointments or severance packages for Chief Officers leaving the County Council and any Special Severance Payments to any Officer of £100,000 or more, in accordance with the Pay Statement.

8. That EHCC notes the other updates on government consultations and potential employment legislation changes set out in the paper.
9. That EHCC notes the processes for the appointment of Chief Officers and Deputy Chief Officers.
10. That EHCC note the arrangements proposed in relation to the appointment of a Deputy Chief Executive.

Chairman, Employment in Hampshire
County Council Committee