

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Friday, 18th
March, 2022

Chairman:

* Councillor Stephen Reid

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

* Councillor Stephen Philpott

*Present

Also present with the agreement of the Chairman: Councillor Arun Mummalaneni
(Conservative Deputy Member)

24. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Collett.

25. 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.

26. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

27. DEPUTATIONS

No deputations were received at this meeting.

28. CHAIRMAN'S ANNOUNCEMENTS

The Chairman had no announcements on this occasion.

29. 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, the Mandatory Vaccinations policy and potential employment related legislative changes.

It was noted that agreement had been reached on the National Pay Award and the increase would be paid to staff on Employment in Hampshire County Council Terms and Conditions at the end of March 2022 backdated to April 2021.

It was discussed that around 120 staff were employed on Soulbury terms and conditions and due to the complexity involved in applying the pay increase for these staff, this would be paid at the end of April. Members commented that those staff would be disadvantaged as the National Insurance rise was due to come in from April and therefore would reduce the value of the backdated sum compared to if it was paid in March.

Officers explained that it was usual practice to take two months to apply the pay increase, to allow time for checking. It had been agreed to expedite the process to enable the majority of staff to be paid in March, but it would introduce too much risk to attempt to do so for the Soulbury staff as well. Members requested that consideration be given to making an extra payment to those staff to cover the difference, so that they were not disadvantaged financially by the pay award being applied later. It was requested that officers report back on the precise cost impact for those staff.

It was discussed that it was unhelpful that it had taken all year for the pay award to be agreed, and that negotiations for the following year were likely to be difficult due to the anticipated cost of living pressures.

It was noted that the Hampshire County Council mandatory vaccination policy would be revoked in line with government revoking the legal requirement.

RESOLVED:

1. That EHCC note that the national pay award has been agreed. The EHCC pay award will now be implemented and backdated to 1 April 2021.
2. That EHCC request Officers investigate the options to calculate the difference for Soulbury Staff being paid in April instead of March and make an additional payment to those staff to cover the difference. That Officers report back to EHCC the outcome of these considerations.
3. That EHCC note that regulations are in place to extend the requirement to be fully vaccinated against Covid-19 to CQC regulated activity on 1 April 2022. However, EHCC should note that the government have now announced, following a national consultation, that they will remove the requirement for Mandatory Vaccinations in totality with effect from 15

March and EHCC are asked to note that the Council will likewise revoke its own policy once government has revoked the legislation.

4. That EHCC note the updates on government consultations and potential employment legislation changes.

30. **ENHANCED VOLUNTARY REDUNDANCY (EVR2) UPDATE**

The Employment in Hampshire County Council (EHCC) Committee considered a report of the Director of Human Resources, Organisational Development and Communications & Engagement, seeking an extension of the current enhanced voluntary redundancy offer (EVR2) until 31 March 2025.

A Member requested that the data on staff leaving via redundancy be provided year by year and it was agreed to provide this to members.

RESOLVED:

1. That EHCC agree the extension to the current EVR2 Scheme to 31 March 2025, to support the Council in achieving its Savings Plan 2023 targets as detailed in the Medium-Term Financial Strategy, and anticipated Savings Plan 2025 targets.
2. That EHCC note that if any changes in Exit Payment legislation are implemented by government, this may require amendments to the EVR2 scheme and this may affect the ability of the scheme to achieve its intended purpose. If the EVR2 scheme requires changes to ensure it remains legally compliant, it is recommended that EHCC delegate the ability to make these changes to the Director of Human Resources, Organisational Development and Communications & Engagement, in consultation with the Chairman of EHCC. If the resultant changes require significant change to the EVR2 scheme, then proposals would be brought back to EHCC.

Chairman,