

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 13 November 2014.

PRESENT:

Chairman:
p Councillor Stephen Reid

Councillors:

p	Vaughan Clarke	a	Keith House
a	Adrian Collett	p	Roy Perry
p	Keith Evans	p	John Wall
p	Tony Hooke		

46. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Adrian Collett and Keith House.

47. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they 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 was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Personal Interest in a matter being considered at the meeting they considered, 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, considered whether it was appropriate to leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with the Code.

48. MINUTES

The non-exempt Minutes of the meeting held on 9 July 2014 (Item 3 in the Minute Book) were confirmed as a correct record subject to noting that Councillor Tony Hooke was present at the meeting. The Minutes were signed by the Chairman.

49. CHAIRMAN'S ANNOUNCEMENTS

The Chairman reported that he had recently attended an LGA briefing regarding the current pay proposals on which consultations were taking place. The outcome of the consultations was expected to be confirmed on 17 November 2014. In anticipation of the latest pay proposals being agreed the necessary preparatory work was in hand for non-

consolidated payments, for those that were entitled, to be paid in the December payroll as far as practicable.

50. HAMPSHIRE COUNTY COUNCIL PAY STATEMENT - FINANCIAL YEAR 2015/16

The Committee considered the report of the Director of Corporate Services – Policy and Governance (Item 5 in the Minute Book) outlining the requirements on the County Council in respect of pay accountability and setting out the proposed Pay Statement for the financial year 2015/16 for recommendation to the County Council. In presenting the report, the Head of Governance and Monitoring Officer confirmed that the Pay Statement was an annual item required under the provisions of the Localism Act 2011 for approval by full Council before the end of March each year. The Head of Governance confirmed that reference to the current Enhanced Voluntary Redundancy Scheme had been deleted as it would come to an end on 31 March 2015. Members' attention was also drawn to Appendix 1 and the salary ranges which would be updated if required as a result of the outcome of the current national pay negotiations.

During the course of discussion it was agreed that the Head of Governance would amend the Pay Statement to make it clear that the general reference to 'staff' did not include teaching staff, whose pay is determined by school governing bodies, to avoid any confusion.

RESOLVED:

That the EHCC Committee:

- (a) recommends to the County Council approval of the Pay Statement as detailed in the report and at Appendix C, setting out the County Council's policies in respect of pay accountability for the financial year 2015/16 in accordance with the requirements of the Localism Act, and
- (b) 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, any changes to Chief Officer salaries after appointment and any severance packages for Chief Officers leaving the County Council, in accordance with the Pay Statement.

51. LEADERSHIP, MANAGEMENT AND DEVELOPMENT: NEXT STEPS

The Committee considered the report of the Chief Executive (Item 6 in the Minute book) looking at the opportunities that exist for making a further step change in management, leadership and development, recognising the qualities and skills required of staff throughout the organisation and the increasingly important role of leadership, change

management, project management, cross-boundary working and advocacy that sits alongside the County Council's business and transformation strategies. In presenting the report, the Chief Executive confirmed that exploration would be undertaken with relevant business schools, universities and other organisations to see how the County Council might further shape its current programmes whilst recognising that staff capacity was key to improved performance in public sector markets in the face of further financial austerity.

During the course of discussion, Members highlighted the importance of identifying the right programmes to bring staff on as the future leaders of the organisation and to look for synergies with the County Council's partners.

RESOLVED:

That the EHCC Committee approves the report, and that the Chief Executive updates the Committee on progress and outcomes at its next meeting.

52. MANAGEMENT CAPACITY – REPORT ON PROGRESS

The Committee considered the report of the Chief Executive (Item 7 in the Minute Book) providing an update on proposals to build management capacity in the organisation, in particular further changes proposed in the Economy, Transport and Environment Department, and the support required for the Transformation to 2017 programme. In presenting the report, the Chief Executive confirmed that this was the latest of a series of changes, reported to the Committee, to build management capacity to meet significant challenges faced by the organisation going forward. The Chief Executive also reported on the success of the County Council in selling its services which in itself presents interesting personal development opportunities for staff through innovative project working, such as the Integrated Business Centre (IBC) platform, and secondments to increase skills and knowledge rather than through more traditional routes. This approach was at the heart of the County Council's ambitious transformation programmes and builds up morale at a time of operating in a very challenging landscape.

During the course of discussion, Members considered the pace of change whilst being mindful of the need to work collaboratively with partners through structured debate. There were some very good examples of effective two-tier working such as the Supporting Troubled Families Programme, shared accommodation (Havant Plaza) with staff embracing shared IT platforms, and shared payroll services.

RESOLVED:

That the EHCC Committee notes the proposed adjustments being made in departmental arrangements to provide further capacity to meet the Council's change programmes.

53. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

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

54. EXEMPT MINUTE

The exempt Minutes of the meeting held on 9 July 2014 (Item 9 in the Minute Book) were confirmed as a correct record and signed by the Chairman.

55. PAY AWARD

The Committee considered and approved the recommendation in the exempt report of the Director of Corporate Resources (Item 10 in the Minute Book) regarding the latest position with the pay award for 2014.

NB: A letter from the Local Government Association dated 10 October 2014 was referred to by the Committee as part of their considerations which is appended to these Minutes.

(SUMMARY OF AN EXEMPT MINUTE).

56. CORPORATE TRAVEL APPROACH

The Committee considered and approved the recommendations in the exempt report of the Director of Corporate Resources (Item 11 in the Minute Book) setting out the approach to corporate travel.

(SUMMARY OF AN EXEMPT MINUTE).



**To: Chief Executives in England, Wales and N Ireland
Leaders, Elected Mayors and relevant portfolio holders
HR Directors and Finance Directors
Members of the National Employers' Side
Regional Directors**

10 October 2014

Dear Chief Executive,

Local Government Pay 2014

You will have seen yesterday's announcement that the National Employers and the Trade Unions have agreed to consult their respective constituents on new pay proposals.

The pay proposals are shown overleaf. The proposals cover the period 1 January 2015 to 31 March 2016.

These pay proposals do not have the status of a formal pay offer. They are proposals that will be subject to full consultation with councils on whether they could form the basis of an eventual agreement with the Trade Unions.

Arrangements are currently being made by each of the Regional Employer Organisations for pay consultation briefings at which LGA officers and members of the National Employers will be present to hear your views.

Please contact your regional employer organisation for details of these events.

You will no doubt have many questions relating to these developments. We hope to be able to issue a joint statement with the unions early next week that will provide details of the consultation process, timescales and next steps.

Yours sincerely,

A handwritten signature in black ink that reads "Sarah Messenger".

**Sarah Messenger
Head of Workforce**

Pay proposals – subject to full consultation with councils

- £1,065 (8.56%) on SCP5 with effect from 1 January 2015
- £1,000 (7.93%) on SCP6 with effect from 1 January 2015
- £800 (6.19%) on SCP7 with effect from 1 January 2015
- £550 (4.13%) on SCP8 with effect from 1 January 2015
- £350 (2.55%) on SCP9 with effect from 1 January 2015
- £325 (2.32%) on SCP10 with effect from 1 January 2015

- 2.20% on SCPs 11 and above with effect from 1 January 2015

- Removal of SCP5 with effect from 1 October 2015

- £325 non-consolidated payment on SCPs 5, 6 & 7 to be paid in December 2014 (pro-rated for part-time employees)

- £150 non-consolidated payment on SCPs 8, 9 & 10 to be paid in December 2014 (pro-rated for part-time employees)

- £100 non-consolidated payment on SCPs 11-25 incl to be paid in December 2014 (pro-rated for part-time employees)

- 0.45% of proposed new salaries on SCPs 26-49 incl of which £100 to be paid in December 2014 and the remaining balance to be paid in April 2015 (pro-rated for part-time employees)

NJC future work

Both Sides recognise that local government is undergoing a period of unprecedented change. The way that public services are designed and delivered is evolving at a rapid pace and against this background the NJC agrees that councils and their workforce need collective agreements that:

- reward employees fairly and recognise the diverse needs of the workforce
- attract, retain and train people with the skills needed for the future
- enable local service providers to react more quickly to changing circumstances
- facilitate effective partnership working and collaboration across organisations
- remove or modify existing barriers to ensure employees can move more easily between different public sector employers

The NJC remains committed to national collective bargaining and aims to ensure that the bargaining machinery can reflect and support new ways of working. The NJC will focus on producing outputs that are relevant, fair and beneficial to both employers and those employed to provide public services.