

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Employment in Hampshire County Council Committee
Date:	11 March 2015
Title:	Referral of Motion from County Council on 19 February 2015
Reference:	6570
Report From:	Chief Executive

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1. Executive Summary

- 1.1. A Notice of Motion ('Motion') proposed by Councillor Criss Connor and seconded by Councillor Jane Frankum was submitted in accordance with Standing Order 18.1 to a meeting of the County Council held on 19 February 2015. A copy of the Motion is attached to this report as Appendix 1.
- 1.2. In accordance with Standing Order 18.4 the Council referred the Motion to the Employment in Hampshire County Council (EHCC) Committee for consideration as the Committee responsible for functions in respect of the determination of terms and conditions of service for staff and associated matters. The Committee will report back to the County Council in due course.
- 1.3. Linked to this matter is correspondence between Councillor Patricia Stallard, Chairman of the Health & Adult Social Care (HASC) Select Committee and Councillor Elaine Still, Chairman of the Policy & Resources Select Committee regarding the outcome of the HASC's recent discussions on issues related to workforce capacity in the caring profession. Councillor Still's letter requests that the EHCC Committee takes into account the points raised by the HASC as part of their consideration of the Motion referred. The letters are attached to this report as Appendix 2.

2. Recommendation

- 2.1. That the EHCC Committee consider the way forward in respect of this referral from the County Council.

CORPORATE OR LEGAL INFORMATION:

Links to the Corporate Strategy

This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision because the matter has been referred by the County Council to the EHCC Committee as it is responsible for functions in respect of the determination of the terms and conditions of service for staff employed by the County Council.

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

IMPACT ASSESSMENTS:

1. Equalities Impact Assessment:

This paper provides an initial opportunity for the Committee to consider the way forward in respect of the matter referred to it. An Equalities Impact Assessment will therefore be completed when any firm proposals have been prepared.

2. Impact on Crime and Disorder:

2.1. There is no impact on crime and disorder.

3. Climate Change:

a) How does what is being proposed impact on our carbon footprint / energy consumption?

Not applicable.

b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

Not applicable.

COUNTY COUNCIL – 19 FEBRUARY 2015

NOTICE OF MOTION

ITEM 11(b)

NOTICE OF MOTION SUBMITTED IN ACCORDANCE WITH STANDING ORDER 18.1

Proposed by Councillor Criss Connor, seconded by Councillor Jane Frankum:

“This Council Notes:

That the Council is experiencing staff recruitment difficulties in many of its service areas and that these difficulties are adding an additional strain to a workforce already working at maximum efficiency. It is inevitable that these recruitment difficulties will also impact on the level of service that officers are able to provide to our residents.

This Council resolves:

To establish a cross party task & finish group to scrutinise this issue, examining the aspects below but adding others as necessary:

- Identify vacancy and turnover rates by service area
- Identify “hot spot” service areas which contain large numbers of staff approaching retirement age
- To examine to what extent the following are contributing factors to the recruitment issues and recommend actions accordingly:
 - i) pay
 - ii image of certain roles
 - iii) do roles need to be more interesting/challenging?
 - iv) do we “grow our own”?
 - v) is geography an issue, are market supplements used to attract people in the right areas?
 - vi) is there best practice elsewhere that could be examined?
 - vii) transport and parking support issues”