

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 11 March 2015.

PRESENT:

Chairman:
Councillor Stephen Reid

Councillors:

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

59. BROADCASTING ANNOUNCEMENT

The Chairman announced that press and members of the public were permitted to film and broadcast this meeting. Those remaining at the meeting were consenting to being filmed and recorded, and to the possible use of those images and recording broadcasting purposes.

60. APOLOGIES FOR ABSENCE

None had been received.

Councillors Connor and Frankum were in attendance at the invitation of the Chairman.

61. 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.

62. MINUTES

The non-exempt Minutes of the meeting held on 13 November 2014 (Item 3 in the Minute Book) were confirmed as a correct record and signed by the Chairman.

63. CHAIRMAN'S ANNOUNCEMENTS

The Chairman announced that a collective agreement had been reached with Trade Unions on the implementation of HMRC mileage rates for all County Council staff through new terms and conditions. The Head of Human Resources outlined the agreement that had been reached and on behalf of the Committee, the Chairman congratulated officers on achieving this resolution.

64. REFERRAL OF MOTION FROM COUNTY COUNCIL ON 19 FEBRUARY 2015

The Committee considered the report of the Chief Executive (Item 5 in the Minute Book) with a view to discussing and agreeing the way forward in regard to the Motion referred to the Committee by the County Council.

The Chairman invited Councillor Connor, who had proposed the Motion to County Council on 19 February, to address the Committee to explain his motivation for doing so and to set out the action he would like to see taken.

Councillor Connor explained that he was aware of conflicting reports relating to staff recruitment and retention and the extent to which this was an issue for the County Council in terms of service delivery. He felt that it would be beneficial to have an opportunity to establish the facts and in turn consistency in the information available. This would enable the Council to establish whether there are specific problems, or not, and to inform appropriate actions where there are. Based on his experience of being involved in several Select Committee Working Groups, Councillor Connor felt that a small, cross-Party meeting format was particularly effective in tackling matters such as this.

Councillor Connor was thanked for his comments. It was noted that any Working Group established by the Committee would still require the whole Committee to make decisions or recommendations as appropriate and therefore it was felt that it would be prudent for the whole Committee to be part of the discussion from the outset.

The Chief Executive acknowledged that as a result of the range of business conducted by the County Council, it was subject to a wide variety of different market circumstances and he cited examples that were known to be relatively stable or particularly volatile. It was noted

that depending on the particular market, the County Council was in competition with the private sector in various ways and in very many cases officers chose to stay with the County Council when other opportunities were available.

Members felt that some elements proposed in the Motion constituted the ongoing monitoring work of the HR team. However it was also felt that there were questions raised in the Motion that it would be beneficial to address in the context of the changing face of the County Council and in the interests of strong governance. Members were also interested in the impact of a reduced workforce on employees and it was confirmed that this was a matter that was being monitored through referrals to occupational health, staff absence and disciplinary information.

RESOLVED:

It was proposed and agreed that the recommendations in the Motion to “identify vacancy and turnover rates by service area” and to “identify hot spot service areas...” be addressed through reports to meetings of the Committee and that based on the evidence received, decisions be reached regarding the next steps. It was also agreed that reports be prepared for the Committee to address the points raised in the correspondence between Councillors Still and Stallard. It was acknowledged that additional meetings of the Committee may be required to facilitate this and would be arranged accordingly.

65. 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 Paragraph 3 and 4 of Part I of Schedule 12A to the Local Government Act 1972, and further that in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, for the reasons set out in the report.

66. EXEMPT MINUTES

The exempt Minutes of the meeting held on 13 November 2014 (Item 7 in the Minute Book) were confirmed as a correct record and signed by the Chairman.

67. **PROGRESS UPDATE ON THE SUCCESS OF ENHANCED VOLUNTARY REDUNDANCY ARRANGEMENTS AND NEXT STEPS**

The Committee considered and approved the recommendations set out in the exempt report of the Chief Executive (Item 8 in the Minute Book) regarding the progress to date and success of the enhanced voluntary redundancy arrangements, and the proposed next steps.

(SUMMARY OF AN EXEMPT MINUTE).

68. **CORPORATE TRAVEL APPROACH**

With reference to the Chairman's announcement (Minute 63 refers) the Committee considered the exempt report of the Director of Corporate Resources (Item 9 in the Minute Book) setting out a corporate approach to travel. Members noted and welcomed the collective agreement that had been reached.