

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 8 July 2015.

PRESENT:

**Chairman:
Councillor Stephen Reid**

Councillors:

a	Vaughan Clarke	a	Chris Lagdon
p	Adrian Collett	p	Roy Perry
p	Keith Evans	p	John Wall
p	Keith House		

Councillors Criss Connor and Jane Frankum were in attendance for Item 5 on the Agenda at the invitation of the Chairman of the Committee.

68. 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.

69. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Vaughan Clarke and Chris Lagdon.

70. 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.

71. **MINUTES**

The non-exempt Minutes of the meeting held on 11 March 2015 (Item 3 in the Minute Book) were confirmed as a correct record and signed by the Chairman.

72. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Councillors Criss Connor and Jane Frankum to the meeting, and Amanda Stevens, HR Business Partner who were in attendance for Item 5 on the Agenda. A welcome was also extended to David Kelly, Interim Head of Legal Services who was deputising for Barbara Beardwell, Head of Governance and Monitoring Officer.

73. **RECRUITMENT IN HAMPSHIRE COUNTY COUNCIL**

The EHCC Committee considered the report of the Director of Corporate Resources (Item 5 in the Minute Book) in response to a request from the Committee at its meeting on 11 March 2015 to provide information in respect of recruitment and retention issues following the referral of a Motion from the County Council in February. The Motion had been proposed by Councillor Criss Connor and seconded by Councillor Jane Frankum

The Head of HR and Workforce Development drew Members attention to sections 2 and 3 of the report which detailed recruitment 'hot spot' service areas and the contributing factors that impact on recruitment and retention, at both the national and local level. Locally, factors such as disparity of pay with the private sector; the high cost of living, particularly in north Hampshire in the context of competing with a bordering local authority that has the ability to pay London weighting; competition in lower graded roles with other sectors, and the use of headhunting in some cases, all have an impact.

Section 5 of the report detailed current activity such as information gathering/benchmarking exercises together with the co-ordination of recruitment related initiatives and interventions to address various service needs, with a particular focus on attracting individuals to work for the County Council and succession planning. This activity was being complemented by specific support to build resilience in areas of priority need, for example within Adult Services in both nursing and non-nursing roles.

Further activity under development was also highlighted such as: developing strategies to work in schools to engage the next workforce generation; working with economic partnerships in the South; piloting targeted recruitment in the north-east of the county where there are longstanding and well-known issues such as the high cost of housing,

and working in partnership with the military in regard to individuals resettling into civilian life. Attention was also drawn to the proposal to prepare and submit to the EHCC Committee an annual report providing key workforce data to help identify recruitment pressures, which would also be fed into the Member Briefing Programme to inform a wider cohort of Members.

Councillors Connor and Frankum thanked officers for the level of work that had been carried out in regard to the issues raised in their Motion to the County Council. They took the opportunity to highlight their areas of concern, such as the high cost of living in Hampshire particularly for the lowest wage earners, workforce continuity issues, the amount and cost of travel required for some roles and the effect a potential exodus of migrant workers from the UK would have, particularly in the care industry. Councillor Connor also queried the absence of any reference to the living wage in the report and it was confirmed that the EHCC Committee had received a full report on this matter at a previous meeting. Both Councillors welcomed the proposal of an annual report to the EHCC Committee which would be beneficial not only to identify recruitment pressures but to also provide information about future proofing in regard to the issues raised and the various challenges identified in the report.

Overall the EHCC Committee welcomed the amount of work being carried out on a 'business as usual' basis in this regard and were supportive of the proposal to introduce an annual reporting cycle, which would help Members to understand the underlying issues and challenges pertinent to recruitment and retention both nationally and at the local level, and would inform a wider policy approach. It was agreed that the annual report would also include information regarding the time associated with recruitment processes.

RESOLVED:

That the EHCC Committee:

- a) Note the areas of council business which are being provided with particular support and focus in respect of recruitment and retention activity.
- b) Note the activities currently being provided and those being planned for in the next phase of activity.
- c) Note the defined role of this Committee regarding policy decisions in respect of recruitment and retention matters.
- d) Determined that the format of the report provided within Appendix 3 of the report be approved, together with additional data regarding time spent on recruitment processes, to be

presented on an annual basis, complemented by a presentation at a Members' briefing.

- e) Note that this report provides a response to all aspects of the letter from the Health and Adult Social Care Committee as referenced in Appendix 2 of the report.
- f) Report to the County Council that this Committee is satisfied that the actions currently being undertaken by the County Council along with the additional actions and on-going work of this Committee referred to in the report are an appropriate response to the Notice of Motion set out in Appendix 1 and to recommend to the County Council that this Committee progresses this matter in the manner identified in the report without further reference to the County Council.

74. 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 of Part I of Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person (including the authority holding that information), 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.

75. EXEMPT MINUTE

The exempt Minute of the meeting held on 11 March 2015 (Item 7 in the Minute Book) was confirmed as a correct record and signed by the Chairman.

76. MANAGEMENT CAPACITY

The Committee considered and approved the exempt report of the Chief Executive (Item 8 in the Minute Book) updating the Committee on management capacity to support the County Council's Transformation Programmes.

(SUMMARY OF AN EXEMPT MINUTE).

It was established that this was likely to be the Chief Executive's last EHCC meeting and the Committee members took the opportunity to express their

thanks to Andrew Smith for the excellent leadership he had demonstrated during his time as the Head of Paid Service.