

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 9 March 2016.

PRESENT:

Chairman:
Councillor Stephen Reid

Councillors:

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

Councillor David Simpson attended the meeting as the Liberal Democrat Group Substitute Member in accordance with Standing Order 24.3.

94. 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 for broadcasting purposes.

95. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Keith House and Roy Perry.

96. 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.

97. **MINUTES**

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

98. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Councillor Wood to his first meeting of the Employment in Hampshire County Council (EHCC) Committee and also Councillor Simpson as a Substitute Member.

99. **THE DEVELOPMENT OF THE CORPORATE MANAGEMENT TEAM FOR HAMPSHIRE COUNTY COUNCIL**

Councillor Collett declared a personal interest that he has a granddaughter in residential care within Hampshire.

The EHCC Committee considered the report of the Chief Executive (Item 5 in the Minute Book) updating Members on the latest position with the development of the Corporate Management Team (CMT), as presented to Cabinet on 5 February 2016.

In presenting the report, the Chief Executive confirmed that a key consideration in the development of CMT was the Council's transformation programme. Currently, interim arrangements were operating for the posts of Director of Adult Services, Director of Children's Services and Director of Public Health, and the recruitment to these posts would be critical to the continued success of the transformation programme.

The Chief Executive advised that it would not be appropriate to merge the roles of the Directors of Adult Services and of Children's Services as some other local authorities had. This was primarily due to the size of the budgets of those departments. This advice was supported by the EHCC Committee.

The EHCC Committee noted that the role of the Director of Adult Services would be expanded to include public health and the post had therefore been renamed to Director of Adults, Health and Care to reflect this. In response to a question about a Director reporting to a Director, the Chief Executive confirmed that the role of Director of Public Health, which is a nationally specified job title, is an important service focussed role as opposed to a corporate role and therefore would not be a member of CMT going forward.

The Chief Executive confirmed that a recruitment exercise was underway for the posts of Director of Children's Services and the Director of Adults, Health and Care. Subject to EHCC Committee's agreement the necessary arrangements would be made to convene

Member Appointment Panels. The recruitment for the post of Director of Public Health would commence at such a time that would allow the new Director of Health, Adults and Care to be involved.

In responding to Members' questions, the Chief Executive recognised the importance of embedding stability in key services supporting vulnerable children and adults going forward and confirmed that a lot of work had been done and would continue to be done to avoid turbulence during this period of change.

RESOLVED:

That the EHCC Committee notes the progress with the development of the Corporate Management Team and agrees that Member Appointment Panels be convened in due course in respect of appointments referred to at recommendation of 6.5 of the Cabinet report.

100. **2016 PAY AWARD AND NATIONAL LIVING WAGE - UPDATE**

The EHCC Committee considered the report of the Director of Corporate Resources (Item 6 in the Minute Book) updating Members on the latest position with the 2016 National Pay Award (NPA) and the application of the National Living Wage (NLW) which would come into effect from 1 April 2016. An amendment to paragraph 6.1 of the report was noted as follows: "that once agreed, the National Pay Award would be applied to the County Council's 2015/16 pay scales and backdated to 1 April 2016".

In presenting the report, the Head of Human Resources and Workforce Development confirmed that the Unions were currently consulting with their members on the final two-year pay offer by the Local Government Association. Members noted that the Unison ballot had closed and their members had rejected the offer; the outcome of ballots for Unite and GMB were awaited.

Members noted that the County Council has a statutory responsibility to meet the requirement of the NLW of £7.20 per hour, which equates to an annual salary of £13,891, from 1 April 2016 for all employees over the age of 25. It was confirmed that the County Council has committed to meet this requirement for all employees, regardless of age including casuals. As regards apprentices, in their first year all apprentices are paid at least the National Minimum Wage (NMW) of £6.70 regardless of age. In their second year, if the apprentice is 25 or over they should receive at least the NLW. If they are under 25 they should receive the NMW (£6.70). Once an apprenticeship has been completed they are treated as normal employees.

RESOLVED:

That EHCC Committee noted the progress on the National Pay Award currently being negotiated and the implementation of the National Living Wage.

101. **UPDATE ON GOVERNMENT PROPOSALS FOR PUBLIC SECTOR EXITS**

The EHCC Committee considered the report of the Director of Corporate Resources (Item 7 in the Minute book) updating Members about proposed Government policy changes namely, the introduction of a £95,000 exit payment cap and measures to recover exit payments to public sector employees who returns to any part of that sector within 12 months, including contractors and those returning as consultants.

In presenting the report, the Head of Human Resources and Workforce Development confirmed that the introduction of the exit payment cap had been delayed from 1 April 2016 and is now expected in the Autumn. It is also anticipated that this change will apply to any arrangements agreed pre-legislation that have exit dates post legislation. The implications for the County Council's workforce are being looked at closely. It is anticipated that the earning threshold for the Public Sector Exit Payment Recovery measures will be £80,000 per annum and not £100,000 as originally proposed.

It was noted that further public sector exit payment reforms are being consulted on with a closing date of 3 May 2016, as detailed in paragraph 5.1 of the report. Concern was expressed regarding the potential impact such further restrictions might have on the County Council's ability to continue to remodel its workforce as part of the transformation programme, and with regard to the Enhanced Voluntary Redundancy 2 (EVR2) scheme as set out in paragraph 5.3 of the report. Members noted that a review of the EVR2 scheme will be undertaken later this year, which will take account of any developments arising from this further consultation.

With regard to the Apprenticeship Levy, which will be introduced in April 2017, Members noted that work was underway to investigate the implications in regard to the County Council's apprenticeship model. A response had been submitted to raise awareness of significant challenges the introduction of the Levy will present and the pace at which this was being progressed.

Members noted that the proposed legislation, as detailed above, will require new administrative duties together with changes to existing policies and procedures, all of which are being developed in readiness for implementation.

RESOLVED:

That the EHCC Committee noted the update and the work underway to manage the agreed changes. A further report will be provided once the implications of the additional consultations are known and the impacts on related policies confirmed.

102. **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 3 and 4 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 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 of, or office holders under, the Authority which should not be disclosed for the reasons set out in the report.

103. **EXEMPT MINUTES**

The exempt Minutes of the meeting held on 11 November 2015 (Item 9 in the Minute Book) was confirmed as a correct record and signed by the Chairman.