

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 8 February 2012.

PRESENT:

Chairman:
Councillor T. K. Thornber, CBE

Councillors:

p C. Carter	p K. Evans
p A. P. Collett	p Felicity Hindson
a B. D. Dash	p K. House
p Dr. R. J. Ellis	p J.J. Wall

108. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Brian Dash.

109. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a personal or prejudicial interest in any matter considered at the meeting declared that interest at the time of the relevant debate and, having regard to the circumstances described in paragraphs 9, 10, 11 and 12 of the County Council's Code of Conduct, considered whether to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with paragraph 12 of the code.

110. MINUTES

The Minutes of the meeting held on 9 November 2011 were confirmed as a correct record subject to noting that Councillor Chris Carter also declared a personal interest as a member of the Local Government Pension Scheme (Minute 104). The Minutes were signed by the Chairman.

Matters arising:

In respect of Minute 103, the Chairman confirmed that he had been unable to meet with the Independent Remuneration Panel as scheduled to discuss the role of the Chairman of the Pension Fund Panel. Alternative arrangements were being explored.

In respect of Minute 104 on the Government's consultation on increases to employee contribution rates to the Local Government Pension Scheme and changes to the Scheme's accrual rates. The County Treasurer confirmed that the Government had thanked the County Council for its submission and that no further correspondence had been received.

In respect of Minute 105 and the *Internships Plus* initiative, it was noted that meetings had been held with the apprentices, which the Leader had attended, and with the managers of the apprentices which had been attended by Councillors Felicity Hindson and Ray Ellis. Both meetings had been valuable and the commitment of the managers involved in supporting the apprenticeships had been outstanding. The Committee extended their thanks to those managers.

The Director of Human Resources reported that 11 out of 19 apprentices in the first intake were due to complete their apprenticeships at the end of September 2012. A further 10 apprentices had started in January 2012 as the second intake. Two apprentices had since left the programme due to relocating to other parts of the country. The Director confirmed that a number of valuable lessons had been learnt thus far which would help develop the programme in the future.

111. CHAIRMAN'S ANNOUNCEMENTS

There were no announcements on this occasion.

**112. HAMPSHIRE COUNTY COUNCIL PAY POLICY STATEMENT
FINANCIAL YEAR 2012-13**

The Committee considered the report of the Chief Executive (Item 5 in the Minute Book) outlining the requirements on the County Council in respect of pay accountability placed on the County Council in consequence of the Localism Act ("the Localism Act"), Chapter 8, Sections 38-44. The County Council is therefore required to prepare a Pay Policy Statement ("Pay Statement") for the financial year 2012-13 and each subsequent financial year. This first Pay Statement is required to be prepared and approved by full Council prior to 31 March 2012. Accordingly, the Pay Statement for 2012-13 had been prepared and was attached at Appendix C to the report. It sets out the County Council's policies in respect of the remuneration of its Chief Officers, the remuneration of its lowest paid employees, and the relationship between the remuneration of its Chief Officers and the remuneration of employees who are not Chief Officers. The Chief Executive expanded on the key points in the report. In particular, the Committee's attention was drawn to paragraphs 4.2 and 4.3 which detailed the wider definition of 'Chief Officer' in the Localism Act than the traditional definition and the proposed approach to be taken to address this, i.e. the grouping of Chief Officers into four categories as set out in paragraph 4.2 of the report and referred to at paragraphs 25-28 of the draft Pay Statement.

In considering the report and the draft Pay Statement the Committee noted that in regard to the pay multiple, that is the ratio between the highest paid employee and the average pay across the organisation, the County Council will publish this information based on an extract

from its Statement of Accounts. It is the intention that this practice will continue. The Committee also noted that the pay grades A-G, as part of the pay scales set out in Appendix 1, were subject to national negotiations and that pay grades H-K were subject to approval of Item 7 on the agenda and the subsequent consultations with the relevant Trade Unions. In considering the County Council's redundancy schemes, as set out in Appendix 2 to the report, the Committee noted that the majority of employees taking redundancy were doing so voluntarily and that no more than 20 staff since August 2010 had been made compulsorily redundant as a result of the Council's efficiency agenda. Finally, the Chairman re-emphasised that the Civil Service redundancy scheme is significantly more generous.

RESOLVED:

- (a) That the EHCC Committee recommend to the County Council approval of the Pay Policy Statement, as attached to these minutes;
- (b) That in doing so, the EHCC Committee approves the categorisation of Chief Officers as set out at paragraph 4.2 of the covering report; and
- (c) That the EHCC Committee recommends to the County Council that it remains the appropriate Committee to agree Chief Officer remuneration, including individual salary offers for those above Grade K in respect of any new Chief Officer appointments, in accordance with the Pay Policy Statement.

113. **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 4 of Part I of Schedule 12A to the Local Government Act 1972, being 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.

114. **2012 PAY REVIEW (EXEMPT)**

The Committee considered and approved the exempt report of the Director of Human Resources (Item 7 in the Minute Book) the outcome of the 2012 pay review. As a result of this decision, consultations will take place with the relevant Trade Unions regarding the pay review for

those grades H and above (including Chief Officers) and will then be reflected in the pay policy.

(SUMMARY OF AN EXEMPT MINUTE).