

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 20 July 2010.

**PRESENT:**

**Chairman:**  
**p Councillor T. K. Thornber, CBE**

Councillors:

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

**36. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor A.P. Collett who was dealing with County Council business elsewhere.

**37. 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.

**38. MINUTES**

The Minutes of the meeting held on 20 May 2010 were confirmed as a correct record and signed by the Chairman.

**39. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Ruth Geraghty, Strategic HR Adviser who observed the meeting as part of her personal development.

**40. CYCLE TO WORK SALARY SACRIFICE SCHEME - UPDATE**

The Committee considered the report of the Director of Human Resources (Item 5 in the Minute Book) informing the Committee of the outcome of further work on the Scheme as resolved at the last meeting.

In considering the report, the Committee noted the additional work that had been carried out. In light of the complexities of introducing such a Scheme, the Committee

**RESOLVED:**

- a) That the recommendation not to introduce the Cycle to Work Salary Sacrifice Scheme.
- b) Approved the extension of the Council's interest free Bicycle Loan Scheme to cover all staff on the HCC payroll, subject to further work being carried out into how this might feasibly operate, and increase the amount that can be loaned up to a maximum of £1,000.
- c) Approved the recommendation not to consider any further salary sacrifice schemes at the current time given the issues highlighted in the report.

**41. 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 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 4 and 5 of Part 1 of Schedule 12A to the Local Government Act 1972 being personal information or information relating to the County Council's business or financial affairs which should not be disclosed for the reasons set out in the report.

**42. UPDATE ON EQUAL PAY**

The Committee considered the exempt report of the Director of Human Resources (Item 7 in the Minute book) updating the Committee on the current status of equal pay.

The Director of Human Resources presented the report and expanded on the main points contained within.

(SUMMARY OF MINUTE CONTAINING EXEMPT INFORMATION)

**RESOLVED:**

That the Committee:

- a) Noted the number of equal pay claims received to date
- b) Noted the number of claims disposed of to date
- c) Noted the status and expected timescales of the current claims
- d) Requested that this matter be a standing agenda item for future meetings until such time resolution has been reached.

43. **WORKFORCE EFFICIENCIES - UPDATE**

The Committee considered and approved the recommendations in an exempt report of the Director of Human Resources (Item 8 in the Minute Book) setting out proposals to address increase budget pressures and to support organisational change.

The Director of Human Resources presented the report and expanded on the main issues contained within.

(SUMMARY OF MINUTE CONTAINING EXEMPT INFORMATION).

RESOLVED:

That the Committee approved in principle proposed changes as set out in the report and noted other areas of efficiencies being explored to address increased budget pressures and in support of organisational change.