

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 17 March 2010.

PRESENT:

Chairman:

p Councillor T. K. Thornber, CBE

Councillors:

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

19. APOLOGIES FOR ABSENCE

Apologies were received from Councillors K. House.

20. 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.

21. MINUTES

The Minutes of the meeting held on 3 November 2009 were confirmed as a correct record and signed by the Chairman.

22. CHAIRMAN'S ANNOUNCEMENTS

There were no announcements on this occasion.

23. CYCLE TO WORK SALARY SACRIFICE SCHEME - UPDATE

The Committee considered the report of the Director of Human Resources (Item 5 in the Minute Book) providing an update on progress with the introduction of a Cycle to Work Salary Sacrifice Scheme. The Head of Remuneration and Benefits expanded on the key points contained in the report, particularly with regard to those to employees who, in accordance with HM Revenue and Customs (HMRC) guidance, cannot participate in the scheme in the same way as other employees. The Committee was also reminded that it is not obligatory for Councils to have a 'Cycle to Work' Scheme and indeed a

number of Councils had suspended their existing schemes while they assess thoroughly the implications of the HMRC guidance.

During the course of the ensuing discussion, the Committee expressed disappointment about the new guidance which appeared to be acting against the best interests of a 'Cycle to Work' Scheme. The County Council is keen to encourage a range of activities for its employees through adopted policies and Schemes to promote good health, however Members were concerned that on the HMRC terms, it could be a Scheme that was not worth pursuing. Clearly, further investigation into the implications of the Scheme for the County Council was necessary together with possible joint representations to the relevant Government body.

RESOLVED:

That the Employment in Hampshire County Council Committee noted the delay to the launch of the Council's Cycle to Work Scheme pending further enquiries and work following the publication of HMRC guidance on 18 December 2009. In addition, the Committee requested the Director of Human Resources to investigate the possibility of joint representations being made to the relevant Government body.

24. 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 5 of Part I 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.

25. REDUCTION IN BUSINESS MILEAGE RATES - EXEMPT

The Committee considered the exempt report of the Director of Human Resources (Item 7 in the Minute Book). At its last meeting the Committee considered proposals to more closely align the rates paid for business mileage to HMRC rates as part of the workforce contribution to cost efficiencies within the Council and that consultations be undertaken with the Trade Unions. The report outlined the current status of those consultations and proposals for a reduction in business mileage rates. The proposals are also intended to apply to other staff groups, including those working in schools. Proposals for other modes of transport remain unchanged.
(SUMMARY OF MINUTE CONTAINING EXEMPT INFORMATION).

RESOLVED:

The Committee agreed the proposed reduction in business mileage rates if agreement is secured with the Trade Unions, the implementation of such changes to be in the 2010/11 financial year.

26. **2010 PAY AWARD**

The Committee considered the exempt report of the Director of Human Resources (Item 8 in the Minute Book) concerning the 2010 pay award. The report clarified the implications of the Local Government Employers (LGE) decision not to offer a pay award to those employees covered by the National Joint Committee (JNC), considered the implications for other groups of employees whose pay award is determined by the County Council and recommended an approach to their pay for April 2010.

(SUMMARY OF MINUTE CONTAINING EXEMPT INFORMATION).

RESOLVED:

The Committee agreed that any decision made by the LGE in respect of the 2010 pay award be applied to managers graded H and above and to Chief Officers.