

14 JANUARY 2021

NEW FOREST DISTRICT COUNCIL

HR COMMITTEE

Minutes of a meeting of the HR Committee held on Thursday, 14 January 2021

- * Cllr Barry Rickman (Chairman)
- * Cllr Mark Steele (Vice-Chairman)

Councillors:

- * Hilary Brand
- * Keith Craze
- * Kate Crisell

*Present

In attendance:

Councillors:

Barry Dunning
David Hawkins

Councillors:

- * Michael Harris
- * Maureen Holding
- * Mahmoud Kangarani

Councillors:

Martyn Levitt

Officers Attending:

Bob Jackson, Heleana Aylett, Andy Rogers and Manjit Sandhu

49 MINUTES

The minutes of the meeting held on 17 September were confirmed by the Chairman as correct record.

50 DECLARATIONS OF INTEREST

Cllr Rickman declared a non - pecuniary interest as a member of the NPA, in relation to Item 4.

51 PUBLIC PARTICIPATION

There were no issues raised in the public participation period.

52 HR UPDATE

The Committee received an update on HR matters since the last meeting, including:

- Itrent HR system
- Furlough
- Instructor review
- Leisure staff review
- SharePoint
- Exit Payment reforms
- Brief Bite Sessions

In answer to a question, it was confirmed that the Council received income from the NPA for Payroll and HR Advisory services provided by NFDC. (Cllr Rickman declared a non - pecuniary interest as a member of the NPA.)

53 PAY POLICY STATEMENT

The Committee considered the Pay Policy Statement for 2021-22.

The Localism Act 2011 requires Councils to prepare a pay policy statement each financial year. The statement must set out the Council's policies for the financial year

relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees and the relationship between the remuneration of its Chief Officers and other employees.

The National Pay Award for 2021-22 was being negotiated nationally, and once agreed the Pay Policy statement for this financial year would be updated.

The Committee noted that the statutory provisions governing exit payments to local government workers are in the process of reform. This Pay Policy Statement will be updated to take account of any further legislative changes as and when they occur.

RECOMMENDED:

That the Pay Policy Statement 2021-22 as set out in Appendix 1 be approved.

54 KICKSTART PROGRESS

The Committee received a verbal update on progress with the Kickstart Programme.

The scheme was aimed at 16-24 year olds who were unemployed and receiving Universal Credit.

Working in partnership with the Hampshire Chamber of Commerce, the Council had applied for 18 placements over 9 service areas. The placements were for 6 month fixed term contracts, on minimum wage for their age, at a minimum of 25 hours per

week, funded by Central Government. The Council could employ them for 37 hours per week, with NFDC topping up the balance in funding.

The successful placements will receive substantial general and role - specific training, including CV writing, interview technique, equalities, Belbin profiling, and other skills needed to equip them for the workplace.

The scheme was being promoted by the New Forest Business Partnership and was supported by the Solent LEP and it was hoped it would run for while.

55 HEALTH & LEISURE REVIEW

The Panel received a presentation on progress with the Health and Leisure review since the last meeting.

It was explained that the bidding process had been suspended due to Covid and subsequently all 3 bidders had resubmitted in September 2020.

There then followed evaluation, including reference calls and visits with other local authorities in October. Negotiations with bidders were held in November and final bids submitted and bidder presentations to the Task and Finish Group in December. On 5 January 2021, the successful and unsuccessful bidders were notified.

Staff and unions received regular updates throughout the process and unions had raised issues through the Employee Side Liaison Panel, which had been responded to. Feedback from staff and unions had been used in the evaluation.

Virtual briefings between the preferred bidder and with the staff, customers and unions would follow later in January, with a final report to Community and Leisure Panel on 9 February, Cabinet on 17 February, and final decision at Full Council on 25 February.

In response to a question, it was confirmed that the NFDC Leisure team had spoken to staff from centres that had been taken over by the preferred bidder at the reference site visits.

It was explained that further briefings would be set up for customers and staff ahead of the contract commencement date.

CHAIRMAN