

11 AUGUST 2022

NEW FOREST DISTRICT COUNCIL

HR COMMITTEE

Minutes of a meeting of the HR Committee held on Thursday, 11 August 2022

* Cllr Edward Heron (Chairman)

* Cllr Jill Cleary (Vice-Chairman)

Councillors:

Hilary Brand

Mark Clark

* Keith Craze

Councillors:

Kate Crisell

* Michael Harris

* Maureen Holding

*Present

In attendance:

Councillors:

Martyn Levitt

Councillors:

Officers Attending:

Sophie Thompson, Heleana Aylett, Alan Bethune, Andy Rogers and Kate Ryan

15 MINUTES

RESOLVED:

That the minutes of the meetings held on 16 May 2022 and 9 June 2022 be confirmed by the Chairman as correct record.

16 DECLARATIONS OF INTEREST

There were no Declarations of Interest.

17 PUBLIC PARTICIPATION

There were no issues raised in the public participation period.

18 LEADERSHIP REVIEW PAPER

The Committee considered proposals following a review of the Council's senior officer leadership structure.

It was noted that no negative comments had been received about the proposals from those consulted.

It was confirmed that, where there were no natural successors for the post of Strategic Director - Place, Operations and Sustainability, internal candidates would be able to apply for the post, as well as external candidates.

It was explained that the new roles were designed to enable a greater focus on strategic change and working with external partners, and it was anticipated that the related additional costs would be recovered from savings resulting from the transformation of services over the next 5 years. The new structure had been chosen after researching other districts in Hampshire and comparator authorities across England and to deliver what was an ambitious delivery and transformation agenda.

RESOLVED:

- (a) That it be a recommendation to the Council that the proposals set out in the report be agreed, and that recommendations be made to the Council on detailed arrangements for the recruitment of a Strategic Director of Place, Operations and Sustainability.
- (b) That it be a recommendation to the Council that the revised pay bandings recommended by the independent pay consultant be adopted.

19 HR UPDATE REPORT

The Committee received an update on the work of the Council's Human Resources service.

Members were especially pleased to note the progress with apprenticeships opportunities at the Council.

RESOLVED:

That the report be noted.

20 ESLP DRAFT MINUTES

The Committee received and noted the notes of the meeting of the Employee Side Liaison Panel held on 18 July 2022.

21 EXTENSION TO MARKET SUPPLEMENTS

The Committee considered proposed changes to market supplements.

It had become clear that the ability to recruit to posts higher than Band 10 had become increasingly difficult due to wider market circumstances as evidenced by recent recruitment campaigns. It was proposed that the use of the current Market Supplement policy should be extended to include Bands 11 and 12.

The report proposed that in exceptional circumstances and only where evidenced, that the Chief Executive in conjunction with the S151 Officer and in discussion with the relevant Portfolio Holder, could agree to an increased percentage over and above the agreed 10% limit in the current policy. This increased percentage would not exceed 15% and would apply to all posts up to and including band 12. The increased percentage might be applicable for specialist roles, where there was

exceptional market demand, for example in Fire Safety, where the market was very competitive in both the public and private sector.

It was emphasised that whilst market supplements were necessary under some circumstances, market conditions were always changing and it was important that there was a 12 month review.

RESOLVED:

That it be a recommendation to the Council that the proposed changes to market supplements as set out in the report be approved.

22 EMPLOYEE BENEFITS PAPER

The Committee considered current and proposed employee benefits under the Crown Commercial Service (CCS) framework.

RESOLVED:

- (1) That the Committee note and support the procurement of the CCS employee benefits framework including:
 - (a) The continuation of childcare vouchers the introduction of a cycle to work scheme and the introduction of employee discounts.
 - (b) The introduction of a cycle to work scheme.
 - (c) The introduction of employee discounts.
- (2) That further benefits be subject to review within 12 months of the implementation of the benefits as above.

23 MENOPAUSE POLICY

The Committee considered a proposed menopause policy for council employees.

The Vice-Chairman referred to the Employee Side comments in the report but did not feel the proposed policy needed any additional wording in the headings of the Policy Statement or in the Introduction, but proposed that the following statement be included in the report with the exception of the following paragraph:

'Menopausal symptoms may also exacerbate existing impairments and conditions that those affected may already be struggling to cope with.'

In addition, in relation to Internal Support, the Vice-Chairman proposed that no changes were necessary but proposed that the two NHS websites listed under External Support should be added to the policy.

RESOLVED:

That the proposed Menopause Policy be agreed, subject to the amendments set out above.

24 DATE FOR ADDITIONAL MEETING**RESOLVED:**

That the date of 20 September 2022 at 11am be agreed for an additional meeting of the HR Committee.

25 ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT

In accordance with Section 100B of the Local Government Act 1972, the Chairman introduced an urgent item that had arisen after the main agenda was published, circulated as a supplement as Item 12 (Minute 26). It had become necessary to bring the item forward due to emerging recruitment problems, and cost of living pressures, both especially relating to the lower pay bands, and the consequent need to submit proposals to the Council on 12 September.

26 PROPOSED CHANGES TO BANDS 1-4

The Committee considered a number of changes in the pay structure for Bands 1-4 which it was proposed would be implemented from 1st October 2022.

In addition, the current Employers' side offer in the national negotiations stood at £1925 on each spinal column point. It was proposed to implement this, backdated to 1st April 2022 for bands 1-4 to assist the Council's lowest paid employees.

RESOLVED:

That the HR Committee give their support to the Leader and Chief Executive in commencing a dialogue with the regional union representatives, with a view to gaining their support for the proposals recommended within this report, and subject to that support being confirmed, the Council will be asked to adopt the proposed changes to bands 1-4 put forward in the report, including the proposed increase of £1,925 to each Spinal Column Point within those bands, to be considered as part of any final pay award settlement for 2022/23.

CHAIRMAN