

AT A MEETING of the EMPLOYMENT IN HAMPSHIRE COUNTY COUNCIL COMMITTEE held at The Castle, Winchester on 15 July 2013.

PRESENT:

Chairman:
p Councillor Stephen Reid

Councillors:

p	Vaughan Clarke	p	Keith House
p	Adrian Collett	p	Roy Perry
p	Keith Evans	p	John Wall
a	Tony Hooke		

1. APOLOGIES FOR ABSENCE

No apologies for absence had been received.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with paragraph 1.6 of the Code. Furthermore, all Members with a Non-Pecuniary Interest in a matter being considered at the meeting should consider whether such interest should be declared, and having regard to Part 5 Paragraph 2 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES

The Minutes of the meeting held on 13 March 2013 were confirmed as a correct record and signed by the Chairman.

4. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed everyone to the first meeting in the new Administration of the Employment in Hampshire County Council Committee and drew attention to the important role the Committee would have going forward in relation to the various programmes outlined in the reports on the agenda.

5. MAJOR CHANGE PROGRAMMES – HR IMPLICATIONS

The Committee considered the report of the Chief Executive (Item 5 in the Minute Book) outlining some of the HR implications following Cabinet's approval on 24 June 2013 of the report on the County Council's Transformation Programme to 2015. The Chief Executive presented the report and in so doing confirmed that this was an overarching report which set the scene for the remainder of the items on the agenda. The report set out work that was underway departmentally and corporately in terms of the transformation of services and moving beyond cost reduction and efficiency programmes to look ahead to 2015. The Chief Executive emphasised the advantages of starting early to drive organisational change and continuing to use initiatives that had been very successful to date whilst maintaining morale in what continues to be very challenging times.

The Committee welcomed the report, its forward thinking approach and the opportunities it would bring. Members were supportive of the approach to 'get ahead' and discussed some of the initiatives used before that had been very successful such as the voluntary redundancy scheme and the recruitment moratorium. It was recognised however that it might not be possible to replicate absolutely some of the initiatives and that to move beyond previous cost reduction and efficiency programmes required the remodelling of services. The Committee acknowledged the importance of their role and the potentially difficult decisions that would be required to ensure the County Council remained in a strong position post 2015.

RESOLVED:

That the scale and impact of the changes set out in the report were noted and that the Chief Executive bring forward the relevant papers and proposals in relation to the issues set out in the report.

6. PARTNERSHIP WITH POLICE AND FIRE – HR IMPLICATIONS

Councillor John Wall declared a personal interest as a member of the Hampshire Fire and Rescue Authority and Councillor Adrian Collett declared a personal interest in that he was a member of the Hampshire Police Authority at the time these proposals were being formulated.

The Committee considered the report of the Chief Executive (Item 6 in the Minute book) detailing progress with the partnership with Hampshire Police and the Hampshire Fire and Rescue Services, and arrangements regarding the appointment and transfer of staff. In presenting the report the Chief Executive highlighted the key points and confirmed that good progress was being made with the partnership. Staff transfers were proceeding and paragraph 2.3

outlined new governance arrangements planned for later in 2013 in regard to senior posts.

The Committee was supportive of the proposed arrangements and it was therefore

RESOLVED:

- (a) That the Chief Executive be authorised to make necessary and relevant decisions around the next stage of development associated with staffing for the joint working organisation in consultation with the Leader of the Council and the Chairman of EHCC Committee.
- (b) That the Chief Executive prepares a report on the arrangements associated with the appointment of staff and the action taken to EHCC Committee later in 2013.

7. **WORKFORCE DEVELOPMENT – ‘TRANSFORMING THE COUNCIL THROUGH YOU’**

The Committee considered the report of the Director of Strategic Change and Business Development (Item 7 in the Minute Book) outlining the Council’s workforce development strategy, which is called ‘Transforming the Council through you’. The purpose of the Strategy is to provide the Council’s staff with the necessary skills, behaviours and competencies to deliver the Council’s priorities. In presenting the report, the Director highlighted that the Strategy was aimed at achieving cultural and behavioural change and would go beyond providing just learning and development opportunities for managers by introducing three key elements: a new flexible competency framework; a revised performance management scheme; and a new programme of what a good manager looks like, incorporating ‘Hampshire in Business’. The Strategy was being introduced now to ensure that the County Council’s workforce is supported through the next transformation stage, and provided the opportunity to empower staff in terms of the work staff are doing and create a culture that enables them to feel empowered.

In considering the report, the Committee were of the view that a performance regime had to be realistic and sustainable; encapsulates a positive and supportive approach; and must not simply be a tick box exercise. Discussion also centred on a Strategy that embraces two elements: the ability to perform and the ability to progress. The Committee were supportive of the Strategy and sought reassurance about the proposed timescales given the level of change, which was complex. The Director confirmed that the Strategy was building upon work that had been carried out over the last year as part of the Priority Leadership Skills programme.

RESOLVED:

That the action outlined in the report for the Workforce Development Strategy be approved.

8. **EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED:

That the press and public be excluded from the meeting for the following items 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. This information should not be disclosed for the reasons set out in the report.

9. **2013 PAY REVIEW**

The Committee considered and approved the exempt report of the Director of Corporate Resources (Item 9 in the Minute Book) regarding the 2013 pay review.

(SUMMARY OF AN EXEMPT MINUTE).

10. **CORPORATE APPRENTICESHIP SCHEME – HAMPSHIRE YOUTH INVESTMENT PROGRAMME (HYIP)**

The Committee considered the exempt report of the Director of Corporate Resources (Item 10 in the Minute Book) regarding pay arrangements for apprentices employed under the Hampshire Youth Investment Programme (HYIP) from September 2013. The report's recommendations were approved.