



NOTICE OF MEETING

Meeting:	Staffing Committee
Date and Time:	Monday 17 January 2022 at 7.00 pm
Place:	Council Chamber
Telephone Enquiries to:	Committee Services Committeeservices@hart.gov.uk
Members:	Butler, Crampton, Drage, Kennett (Chairman), Neighbour, Oliver, Radley and Worlock

Joint Chief Executive

CIVIC OFFICES, HARLINGTON WAY
FLEET, HAMPSHIRE GU51 4AE

AGENDA

This Agenda and associated appendices are provided in electronic form only and are published on the Hart District Council website.

Please download all papers through the Modern.Gov app before the meeting.

- At the start of the meeting, the Lead Officer will confirm the Fire Evacuation Procedure.**
- The Chairman will announce that this meeting will be recorded and that anyone remaining at the meeting had provided their consent to any such recording.**

1 MINUTES OF PREVIOUS MEETING (Pages 4 - 5)

The Minutes of the meeting held on 11 February 2021 are attached to be confirmed and signed as a correct record.

2 APOLOGIES FOR ABSENCE

To receive any apologies for absence from Members*.

***Note:** Members are asked to email Committee Services in advance of the meeting as soon as they become aware they will be absent.

3 DECLARATIONS OF INTEREST

To declare disposable pecuniary, and any other interests*.

***Note:** Members are asked to email Committee Services in advance of the meeting as soon as they become aware they may have an interest to declare.

4 CHAIRMAN'S ANNOUNCEMENTS

5 ELECTION OF VICE CHAIRMAN

6 EXCLUSION OF THE PUBLIC

The following item(s) contain exempt information.

RECOMMENDATION

Members must decide whether the public interest in maintaining an exemption outweighs the public interest in disclosing the information.

It is suggested that, in accordance with Section 100A(4) of the Local Government Act 1972, the public be excluded during the discussion of the matters referred to, on the grounds that they involve the likely disclosure of exempt information, as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act, and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

7 REORGANISATION OF CORPORATE SERVICES (Pages 6 - 11)

The purpose of this report is to set out proposals for the reorganisation of Corporate Services.

RECOMMENDATION

That Staffing Committee endorse the principles of the reorganisation and new structure as set out in appendix two to enable the Head of Corporate Services to consult with staff on the proposed new structure.

This report and its appendices is exempt from publication.

8 SENIOR MANAGEMENT RESTRUCTURE

The purpose of this report is to set out possible options for the restructuring of the Senior Management Structure to achieve financial savings, whilst at the same time retaining a resilient senior management team that has sufficient capacity to deliver longer term Council objectives.

This report and its appendices is exempt from publication.

Date of Publication: Friday, 7 January 2022

STAFFING COMMITTEE

Date and Time: Thursday 11 February 2021 at 7.00 pm

Place: Council Chamber

Present:

Wildsmith (Chairman), Butler, Crampton, Drage, Kennett, Kinnell, Neighbour, Radley and Worlock

In attendance:

Officers: Hughes, Chapman and Mehta

8 MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 17 December 2020 were confirmed and signed as a correct record.

9 APOLOGIES FOR ABSENCE

No apologies received.

10 DECLARATIONS OF INTEREST

None declared.

11 CHAIRMAN'S ANNOUNCEMENTS

Councillor Wildsmith asked that the staff be thanked for their hard work over the last year. He appreciated the work of the staff in difficult times, and especially as many were working outside of their usual role, eg delivering food to vulnerable residents. Members supported his sentiments.

12 REVIEW OF CHIEF EXECUTIVE'S PERFORMANCE OBJECTIVE SETTING

The Committee considered the 2020/21 performance objectives for the Joint Chief Executives and the performance objectives for the Joint Chief Executives for 2021/22. The objectives would be used as a basis of evaluation of the Joint Chief Executives' performance.

Members acknowledged the different roles that the Joint Chief Executives had had to undertake this year, as well as ensuring the Council continued to meet its statutory duties, and the work that would need to be done in moving forward in the recovery from the pandemic.

A discussion on staff welfare included different working conditions, enabling staff to work effectively from home with the right tools, social isolation, team activities

and staff surveys. Feedback on staff surveys had been circulated, and the Joint Chief Executive agreed that this information would be resent to Members.

DECISION

The performance objectives as set out be confirmed for the Joint Chief Executives for the coming year.

13 PAY POLICY STATEMENT FINANCIAL YEAR 2021-22 INCLUDING OVERVIEW OF OVERTIME RATES, CURRENT VACANCIES AND PROGRESS WITH MARKET SUPPLEMENT REVIEW

Approval was sought for the Council's Pay Policy for 2021/22. Further to the request at Staffing Committee in February 2020, a benchmarking comparison of over time rates against other Councils had been included.

Members considered:

- National pay negotiation and the possibility of rises. It was agreed this was a sensitive topic in light of the issues with the economy as a result of the pandemic.
- 'Insourcings' and the forecast reduction in the staffing bill
- The median remuneration

A vote was taken, and the recommendation was carried.

RECOMMENDATION to Council

- 1 That the Pay Policy 2021/2022, be approved.
- 2 That no change be made to the current overtime system; however, it is recommended that staff are reminded that they must always receive prior-written authorisation from their line manager, for any overtime worked.
- 3 That the delay of the review of Market Supplements be noted, due to the pandemic. The outcome of this review will be reported to the next Staffing Committee.
- 4 That the staff numbers and vacancies provided are noted.

The meeting closed at 7.27 pm