



## NOTICE OF MEETING

<b>Meeting:</b>	<b>Staffing Committee</b>
<b>Date and Time:</b>	<b>Tuesday 21 November 2023 7.00 pm</b>
<b>Place:</b>	<b>Council Chamber</b>
<b>Telephone Enquiries to:</b>	<b>Committee Services Committeeservices@hart.gov.uk</b>
<b>Members:</b>	<b>Makepeace-Browne (Chairman), Bailey, Butler, Crampton, Farmer, Neighbour, Radley, Woods and Worlock</b>

Chief Executive

CIVIC OFFICES, HARLINGTON WAY  
FLEET, HAMPSHIRE GU51 4AE

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## 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 - 9)**

The Minutes of the meeting held on 4 April 2023 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 EXCLUSION OF THE PUBLIC**

The following agenda items 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, 2 and 3 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.

## **6 UPDATE ON STAFF RECRUITMENT AND RETENTION (Pages 10 - 25)**

This report looks at staff vacancies, recruitment, and staff benefits, including salaries. It recommends that the Council manage job evaluation (JE) schemes internally using the National Joint Council (NJC) JE Scheme for Local Government Services and the Joint National Council (JNC) Senior Manager JE Scheme for Chief Officers. This will replace the existing HAY JE scheme and save costs.

## **7 REVIEW OF MANAGEMENT RESOURCES (Pages 26 - 58)**

This report reflects upon the staffing and management impact of the significant leadership changes arising from the 'Tier 2' saving initiative agreed by Council in November 2021 and the subsequent decision in September 2022 to move to a single Chief Executive model.

### **Recommendation**

Staffing Committee to support the action points identified in paragraphs 20-25 of this report.

**Date of Publication: Monday 13 November 2023**