

STAFFING COMMITTEE

Date and Time: Tuesday, 11 February 2020 at 7pm

Place: Council Chamber, Civic Offices, Fleet

Present:

COUNCILLORS

Crampton, Drage, Kennett (Chairman), Kinnell, Radley, Worlock

Officers:

Patricia Hughes	Joint Chief Executive
Martina Duffin	Committee Services

1 MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 29 April 2019 were confirmed and signed as a correct record.

2 APOLOGIES FOR ABSENCE

Apologies had been received from Councillor Butler, Councillor Neighbour and Councillor Wildsmith.

3 CHAIRMAN'S ANNOUNCEMENTS

None.

4 ELECTION OF VICE CHAIRMAN

Councillor Radley was elected as Vice Chairman.

5 DECLARATIONS OF INTEREST

The Joint Chief Executive declared an interest in Item 7 and offered to leave during that item if Members required.

6 PAY POLICY STATEMENT FINANCIAL YEAR 2020-21

Members received the Council's Pay Policy for 2020-21.

The Members had queries regarding some wording in the report. The Joint Chief Executive clarified points and advised Members with regards to current overtime pay policy and the potential for performance related pay. The Joint Chief Executive will research the need for payment of overtime as well as the overtime payment policy generally and report back to the Staffing Committee.

RECOMMENDATION to Council

That the Pay Policy 2020/2021 be recommended to Council for approval.

7 REVIEW OF CHIEF EXECUTIVES' PERFORMANCE OBJECTIVES

The Committee reviewed the 2019/20 performance objectives for the Joint Chief Executives and the proposed performance objectives for the Joint Chief Executives for 2020/21. The objectives would be used as a basis of evaluation of the Joint Chief Executives' performance.

Members asked if a yearly review is often enough. Members were advised that reviews were carried out throughout the year by the Leader in the form of monthly one on ones but only officially reported on annually. The Joint Chief Executive referenced Peer Review action plans as another way of reporting performance. Members suggested a quarterly review to Staffing Committee. Councillor Radley pointed out that performance is represented by Objectives on Paper C and therefore available and published therein. Members queried if the objectives change regularly or stay true to what is set in the paper. Members were advised that Hart DC is more transparent than most other councils.

DECISION

Subject to any comments of the Staffing Committee, the performance objectives as set out in Appendix 2 be confirmed for the Joint Chief Executives for the coming year.

8 EXCLUSION OF THE PUBLIC

The following items contained exempt information.

DECISION

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

It was agreed 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 outweighed the public interest in disclosing the information.

9 REVIEW OF SUPPLEMENTS FOR STAFF (EXCLUDING HEADS OF SERVICE)

To seek Staffing Committee's views and endorsement of the approach to be taken towards review salary supplements including market, recruitment and specialist supplements.

Members asked for verification with regards to market supplements and agreed the Joint Chief Executive would have market reviews carried out. The Joint Chief Executive requested that if agreed then the market review be completed by June.

DECISION

That the approach to reviewing salary supplements for staff be endorsed.

This report was Confidential

10 REVIEW OF MARKET SUPPLEMENTS FOR HEADS OF SERVICE

To seek Staffing Committee's views and endorsement of the recommendations associated with the recent review of Heads of Service pay, inclusive of consideration of market supplements.

Members requested explanation of Heads of Service Appendix A.

The Joint Chief Executive stated a conflict of interest with regards to Solace. After queries Members discussed the importance of job titles with regards to furthering Heads of Services careers and the benefits of having a flat structure for staff.

The externally commissioned review of pay for Heads of Service be noted.

RECOMMENDATION TO COUNCIL

That the creation of 'spot pay points' for Heads of Service be approved. Subject to any job descriptions being altered.

This report was Confidential.

The meeting closed at 20.32pm