



## NOTICE OF MEETING

<b>Meeting:</b>	<b>Staffing Committee</b>
<b>Date and Time:</b>	<b>Tuesday, 11 February 2021 at 7 pm</b>
<b>Place:</b>	<b>Council Chamber, Council Offices, Fleet</b>
<b>Telephone Enquiries to:</b>	<b>01252 774141 Committeeservices@hart.gov.uk</b>
<b>Members:</b>	<b>Butler, Crampton, Drage, Kennett, Kinnell, Neighbour, Radley, Wildsmith (Chairman), Worlock</b>

Joint Chief Executive

CIVIC OFFICES, HARLINGTON WAY  
FLEET, HAMPSHIRE GU51 4AE

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## AGENDA

**This meeting is being administered under the provisioning of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 The provision made in this regulation applies notwithstanding any prohibition or other restriction contained in the standing orders or any other rules of the Council governing the meeting and any such prohibition or restriction has no effect.**

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### **1 MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting held on 17 December 2020 are attached to be confirmed and signed as a correct record. **Paper A (to follow)**

**2 APOLOGIES FOR ABSENCE**

**3 DECLARATIONS OF INTEREST**

To declare disclosable pecuniary, and any other interests.

**4 CHAIRMAN'S ANNOUNCEMENTS**

**5 REVIEW OF CHIEF EXECUTIVES' PERFORMANCE OBJECTIVES AND OBJECTIVE SETTING**

To review the 2020/21 performance objectives for the Joint Chief Executives and to consider the performance objectives for the Joint Chief Executives for 2021/22. The objectives are used as a basis of evaluation of the Joint Chief Executives' performance. **Paper B**

**RECOMMENDATION**

Subject to any comments of the Staffing Committee, the performance objectives as set out in Appendix 1 be confirmed for the Joint Chief Executives for the coming year.

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

To seek approval to the Council's Pay Policy for 2021/22. Further to the request at Staffing Committee in February 2020, we have also included a benchmarking comparison of over time rates, against other Councils. **Paper C**

**RECOMMENDATION**

1. That the Pay Policy 2021/2022, attached as Appendix 1, be recommended to Council for approval.
2. That no change is 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 is 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 in Appendix 3 are noted.

**Date of Despatch: 3 February 2021**