

STAFFING COMMITTEE

Date and Time: Thursday, 11 February 2021 at 7pm

Place: Council Chamber, Civic Offices, Fleet

Present:

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

Officers:

Patricia Hughes
Brijesh Mehta
Gill Chapman

Joint Chief Executive
HR and Customer Service Client Officer
Committee Services

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

None 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 EXECUTIVES' PERFORMANCE OBJECTIVES AND 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