



NOTICE OF MEETING

Meeting:	Staffing Committee
Date and Time:	Monday, 18 January 2016 at 7 pm
Place:	Committee Room 1, Council Offices, Fleet
Telephone Enquiries to:	Gill Chapman 01252 774141 Gill.chapman@hart.gov.uk
Members:	Billings, Burchfield (Chairman), Butler, Kennett, Leeson, Neighbour, Parker, Radley JE

Joint Chief Executive

CIVIC OFFICES, HARLINGTON WAY
FLEET, HAMPSHIRE GU51 4AE

AGENDA

**COPIES OF THIS AGENDA ARE AVAILABLE IN LARGE PRINT
AND BRAILLE ON REQUEST**

1 MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 9 November 2015 are attached to be confirmed and signed as a correct record. **Paper A**

2 APOLOGIES FOR ABSENCE

3 CHAIRMAN'S ANNOUNCEMENTS

4 DECLARATIONS OF INTEREST

To declare disclosable pecuniary, and any other interests.

5 PAY POLICY STATEMENT FINANCIAL YEAR 2016-17

To seek approval to the Council's Pay Policy for 2016-17. **Paper B**

RECOMMENDATION to Council

That the Pay Policy be recommended to Council for approval.

6 STAFFING IMPLICATIONS OF JOINT PROCUREMENT

Paper C. *To Follow*

Date of Despatch: 12 January 2016

STAFFING COMMITTEE

Date and Time: Monday, 9 November 2015 at 7pm

Place: Committee Room 1, Civic Offices

Present:

COUNCILLORS

Billings, Burchfield (Chairman), Butler, Kennett, Leeson, Neighbour, Parker, Radley JE

Officers:

Daryl Phillips	Joint Chief Executive
Gill Chapman	Committee Services

7 MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 14 September 2015 were confirmed and signed as a correct record.

8 APOLOGIES FOR ABSENCE

None.

9 CHAIRMAN'S ANNOUNCEMENTS

None.

10 DECLARATIONS OF INTEREST

None.

11 CONTRACTS – JOINT CHIEF EXECUTIVES

The Joint Chief Executive informed the meeting that Contracts were being prepared and suggested the resolution which was agreed.

RESOLVED

That the Leader of the Council, in consultation with the Chairman of the Staffing Committee, to be delegated authority to conclude the individual contracts with the Joint Chief Executives.

12 JOINT CHIEF EXECUTIVES' OBJECTIVES

Members considered the Joint Chief Executives' Objectives.

Members discussed the objectives and the tools for measuring, and timeframes for achievement. Consideration was given to:

- Economic strategy
- Customer service/satisfaction
- Embedding Hart Values and their impact on the objectives
- Measuring on an annual basis
- Early warning of exceptions to plans
- Communication throughout the year not just at an appraisal
- Customer care as a top down approach
- Valuing and motivating staff
- Succession planning / contingency planning

The following points were agreed:

- That not all objectives would be completed within the year
- Where Measurement was against progress towards a goal, not the goal itself, more detail could be added ie target stages
- Word change - The Constitution would not be 'rewritten' but would be reviewed and updates/adjustments recommended where necessary
- Timescale for next year:
 - July - Leader to circulate objectives to Committee, Group Leaders, Cabinet Members and Joint Chief Executives, and to ask for input on performance against current objectives, as well as objectives going forward
 - August - Interviews with Joint Chief Executives. Leader to prepare the next year's proposed objectives.
 - September - Staffing Committee meet to consider and ratify objectives.

RESOLVED

That the objectives as detailed in Appendix I, with further detail added as agreed above, be confirmed for the Joint Chief Executives for the coming year.

The meeting closed at 8 pm

STAFFING COMMITTEE

DATE OF MEETING: 18 JANUARY 2016

TITLE OF REPORT: PAY POLICY STATEMENT FINANCIAL YEAR 2016-17

Report of: Joint Chief Executive

1. PURPOSE OF REPORT

1.1 To seek approval to the Council's Pay Policy for 2016/17.

2. OFFICER RECOMMENDATION

2.1 That the Pay Policy attached as Appendix A to this report be recommended to Council for approval.

3. BACKGROUND INFORMATION

3.1 Section 38(1) of the Localism Act 2011 requires councils to produce a Pay Policy each financial year. The legislation stipulates that the policy must be approved by the full Council before 31 March in the preceding financial year. To comply with the legislation, therefore, councils have to approve their Pay Policies for 2016/17 by 31 March 2016.

3.2 The draft Pay Policy for 2016/17 is attached to this report as Appendix A. The draft policy is broadly unchanged from 2015/16. However amendments to the policy have been made to the benefits in kind (leisure) in paragraph 4.8.2 reflecting the recent outsourcing of the service. There has also been a small uplift in the remuneration package of the Joint Chief Executives (in paragraphs 4.2 and 5.2) as which now captures in full, the Councils policy on 'acting up'. Approving the draft policy will therefore confirm that there will be limited effect on pay and remuneration levels.

3.3 The Committee is asked to recommend the draft policy to Council for approval

4. FINANCIAL IMPLICATIONS

4.1 There are limited financial implications arising from this report, which makes little change to either salary levels or other elements of employee remuneration.

CONTACT:
EXTENSION: 4450

Patricia Hughes – Joint Chief Executive
EMAIL: patricia.hughes@hart.gov.uk

APPENDICES:
Appendix A Pay Policy Statement 2016/17



Pay Policy Statement
Financial Year 2016 - 2017

Date created	22 December 2015	Department	Human Resources
Review date	1 February 2017	Version	0.1
Effective date	1 April 2016		

Hart District Council believes that interests of staff and the Council are best served by the formulation and implementation of clear and consistent employment policies and procedures. This policy statement details the Authority's policy on pay. It takes into consideration all legal requirements and will be applied in accordance with the Authority's Equality and Diversity Commitment to treat all its employees with dignity and respect.

HART DISTRICT COUNCIL

PAY POLICY MARCH 2015

I. PURPOSE

- 1.1 This Pay Policy Statement is provided in accordance with Section 38(1) of the Localism Act 2011 and will be updated annually from 1 April each year.
- 1.2 The Pay Policy Statement sets out Hart District Council's policies relating to the pay of its workforce for the financial year 2016-17, in particular:
1. the remuneration of its Chief Officers
 2. the remuneration of its "lowest paid employees"
 3. the relationship between:
 - a. the remuneration of its Chief Officers and
 - b. the remuneration of its employees who are not Chief Officers
- 1.3 The purpose of the statement is to provide an open and transparent framework that ensures clarity, fairness and consistency in the remuneration of Chief Officers. This includes officers designated as Chief Executive, Corporate Directors, Statutory Chief Officers and Non Statutory Chief Officers. It also ensures that employees at all levels of the council are paid on a fair and equitable basis in accordance with equality legislation.

2. DEFINITIONS

- 2.1 For the purpose of this statement the following definitions will apply:
- 2.2 **"Pay"** in addition to salary will also include charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements, and termination payments.
- 2.3 **"Chief Officer"** refers to the following roles within Hart District Council:
- The Chief Executive (Head of Paid Service)
 - The Monitoring Officer¹ and the Chief Finance Officer (Section 151 Officer) as the council's statutory Chief Officers
- 2.4 **"Lowest paid employees"** refers to those staff employed on Grade B of the council's pay framework (ie those posts assessed through the job evaluation scheme as having the least amount of complexity and responsibility and therefore attracting the lowest salary).

¹ The Monitoring Officer role is performed as part of the duties of one of the Corporate Director posts

3. PAY FRAMEWORK

3.1 General approach

3.1.1 Remuneration for all employees needs to be at the appropriate level to secure and retain high-quality employees dedicated to fulfilling the council's business objectives and delivering services to the public. This has to be balanced by ensuring remuneration is proportionate and appropriate for the role. Each council has responsibility for balancing these factors and faces its own unique challenges and opportunities in doing so. As a small council with limited staff resources it is important that Hart District Council retains flexibility within its pay framework to cope with a variety of circumstances that might necessitate the use of market supplements or other such mechanisms for individual categories of posts where appropriate. Using such solutions should only be short term and reviews should ensure that they are discontinued when circumstances change.

3.2 Responsibility for decisions on remuneration

3.2.1 It is essential for good governance that decisions on pay and reward packages for Chief Executives and Chief Officers are made in an open and accountable way.

3.2.2 Pay for employees at all grades is based on the national agreements on pay as follows:

- National Joint Council for Local Government Services (for Grades A to M and Heads of Service),
- Joint Negotiating Council for Chief Officers (for Chief Finance Officer)
- Joint Negotiating Council for Chief Executives (for Joint Chief Executives).

3.2.3 The pay and remuneration packages (including pension issues) for the Joint Chief Executives, and Chief Finance Officer, and any other post with a remuneration package in excess of £100,000 per year, are set by Council on the advice of Staffing Committee, which comprises elected Councillors from the main political parties.

3.2.4 Responsibility for setting the pay and remuneration of all other officers is delegated to the Joint Chief Executive (Head of Paid Service or his/her nominee), and is carried out in accordance with national agreements and the council's local employment policies and practices as appropriate.

3.3 Salary grades and grading framework

3.3.1 Grades for all posts governed by the National Joint Council for Local Government Services (ie Grades A to M and Heads of Service) are determined by the council's job evaluation process. This followed a national requirement for all Local Authorities and other public sector employers to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer.

- 3.3.2 The council uses the Hay Job Evaluation Scheme. Job Evaluation is a systematic process for ranking jobs within an organisation ensuring consistency of approach and outcomes appropriate to the complexity and accountability of the role.
- 3.3.3 The council's pay structure is based on the pay spine issued by the National Joint Council (NJC) as part of the National Agreement for Local Government Services. This incorporates posts on Grade A to M and Heads of Service. There are 14 grades in total. Each grade contains no more than five points to provide incremental pay points within the grade. The incremental rises occur on each 1 April, subject to satisfactory performance in the role, until the maximum pay point for the grade is reached. Annual increments will not be awarded to employees who commence employment on or after 1 October. Increments will be withheld where performance has not met the required standard and where the issue has been raised with the employee formally.
- 3.3.4 Chief Officers are appointed to a fixed salary point so incremental progression does not take place for these posts. The precise salary level is determined at the time of appointment by negotiation with the successful candidate, taking account of their skills and experience and market conditions at the time.
- 3.3.5 The current pay and grading structure was agreed by the Council in 2009 following a review, in order to ensure compliance with equal pay legislation.
- 3.3.6 Pay awards are normally made in line with the national agreements detailed in 3.2.2 on an annual basis for all employees, in conjunction with the nationally recognised trade unions. In the financial year 2010/11 the council did not pay the nationally agreed award due to the financial constraints it was facing; instead staff were given an additional day's annual holiday.
- 3.3.7 In April 2014, Council adopted the "Living Wage" as the lowest salary point. This was implemented in September 2014 with payment back dated to 1 April 2014.
- 3.3.8 In November 2014 the living wage rose to £7.85 per hour. Additionally the NJC recommended a 2.2% pay rise to staff from B – M and Heads of Service, with effect from 1 January 2015 to be renegotiated in April 2016.
- 3.3.9 To take into account the delay in receiving this pay award for the period 1 April 2014 – 31 December 2014 a non-consolidated payment of 0.45% for SCP 11-49 was paid in December 2014 salary payments. NJC also recommended that SCP 5 be deleted from the pay structure to take effect from 1 October 2015.
- 3.3.10 Full details of the Councils pay structure (A to Heads of Service) is attached as Appendix I.
- 3.3.11 In addition to posts covered by the various NJCs, the council has recently started running an apprenticeship program, in conjunction with Inclusion Hampshire (formerly Hart Neighbourhood Centre), with apprentices

currently employed in Leisure Services, Environmental Health and Business Support. Contracts are awarded for twelve months and are paid an hourly rate of £2.68. Hart will be seeking to employ up to 10 apprentices in 2016/17.

3.4 Market Comparison

- 3.4.1 The council benchmarks its pay and benefits by comparing pay and rewards for similar posts in neighbouring areas. The council seeks to position itself within the median salary levels in order to keep costs down while still being able to attract a good range of suitable candidates for posts.

4. REMUNERATION

- 4.1 Remuneration details including benefits in kind are set out in the council's published Annual Statement of Accounts.
- 4.2 **“Chief Officers”**, as defined in paragraph 2.3 of this statement, are paid within the council's pay framework which applies to all other employees. Typically, Chief Officers have received the same percentage pay award as other managers and staff groups within the council. Current chief officer remuneration levels are shown in the following table:

ROLE	REMUNERATION RANGE*
Joint Chief Executive (2 post*)	£96,308
Corporate Directors (0 posts)	£0
Chief Finance Officer (0.4 post+)	£ 35,000

* Includes all charges, fees, allowances and benefits in kind
+ Part time post, 2 days per week

4.3 “Lowest paid employees”

- 4.3.1 The lowest paid employees are paid within the salary range for Grade A which covers six salary points are paid at the living wage.

4.4 Honoraria and Acting Up Allowances

- 4.4.1 The Joints Chief Executives (or his/her nominee) has the discretion to award an honorarium payment to recognise temporary increased responsibility or work of a particularly high standard. Generally it should be the case that this must have been carried out for at least one month before an honorarium payment will be considered. The amount awarded should reflect the nature and duration of the work or responsibility and not normally exceed the value of an increment point in the employee's salary scale.

4.4.2 Where the employee has been covering in the absence of a more senior officer (eg maternity leave cover or long term sickness absence), honoraria payments are calculated based on the difference between the employee's scale point and the bottom scale point of the role they are covering. Temporary acting-up arrangements of this nature will not exceed more than 12 months duration and should generally be undertaken for at least one month before payment will apply.

4.5 Other pay elements

4.5.1 Chief Officers are subject to the same performance management process as all other employees. The Joint Chief Executives have an appraisal involving the Leader of the Council in consultation with all Political Group Leaders.

4.5.2 Targets and objectives are set and performance is assessed through an appraisal process. All employees apart from Chief Officers receive incremental progression until the top of their grade is reached, unless they fail to perform adequately against targets and objectives.

4.6 Charges, fees or allowances

4.6.2 Any allowance or other payment will only be made to an employee in connection with their role or the patterns of hours they work and must be in accordance with the council's employment policies.

4.6.2 No fees for election duties are included in the salaries of any employee. Any additional fees payable for such responsibilities are calculated in accordance with the statutory rules and recommendations of the Hampshire and Isle of Wight Election Fees Working Party for all local government elections and by central government for Parliamentary elections. Special fees are paid for Returning Officer duties which are not part of the post holder's substantive role. These fees are payable as required and can be made to any senior officer appointed to fulfil the statutory duties of this role.

4.6.3 The Returning Officer is an officer of the District Council who is appointed under the Representation of the People Act 1983. Whilst appointed by the District Council, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from his/her duties as an employee of the District Council. As Returning Officer, he/she is paid a separate allowance for each election for which he/she is responsible.

4.6.4 The council pays a market supplement to certain posts where it has not proved possible to recruit staff at the salary level resulting from Job Evaluation of the post.

4.6.5 The council pays overtime for grades A to F. Paid overtime will be paid if the equivalent of 37 hours per week has been completed at a rate of time and a half for any day other than a Sundays and public holidays and a rate of double time on Sunday. Special rates apply on public holidays.

- 4.6.6 The council offers car allowances to staff who are required to use their cars for business purposes, in accordance with the appropriate NJC/JNC schemes
- 4.6.7 The contractual remuneration package for Chief Officers includes either a lease car allowance or essential users allowance. This benefit also applies to all staff at Grades HSI and HS2 who are not Chief Officers.
- 4.6.8 The Council pays a standby allowance to certain key posts to ensure 24 hour emergency cover for the provision of vital public services.
- 4.6.9 For certain posts the council pays the membership subscription fees to recognised professional bodies, where the employee's continued membership of that body is in the council's interests.

4.7 Performance related pay

- 4.7.1 The council does not offer performance related pay to any employee.

4.8 Benefits in kind

- 4.8.1 The council provides free workplace parking to all its staff.
- 4.8.2 The council offers its staff access to a small in house gym plus reduced membership of the sports facilities based at Hart Leisure Centre

4.9 Pensions

- 4.9.1 All employees, as a result of their employment, are eligible to join the Local Government Pension Scheme (LGPS). Employee contribution rates vary depending on their whole-time equivalent pay, as follows:

Whole-time equivalent pay band	Employee contribution rate from 1 April 2015
Up to £13,600	5.5%
£13,601 to £21,200	5.8%
£21,201 to £34,400	6.5%
£34,401 to £43,500	6.8%
£43,501 to £60,700	8.5%
£60,701 to £86,000	9.9%
£86,001 to £101,200	10.5%
£101,201 to £151,800	11.4%

Employee 2016/17 contribution rate changes will be released in April 2016

- 4.9.2 In addition to the employee's own contribution, the council makes a contribution of 13.1% towards the pension of each member of the LGPS scheme.

4.10 Termination of employment

- 4.10.1 The LGPS requires employers to prepare and publish a written statement of policy in relation to pensions. The council's policy on pensions and

discretionary redundancy payments is set out in the 'Early Retirement & Discretions Policy'

4.10.2 The policy for the award of any discretionary payments is the same for all staff regardless of their pay level. The following arrangements apply

4.10.3 Approval of Full Council

In accordance with Section 40 of the Localism Act 2011, any proposal to grant a severance package in excess of £100,000 is subject to Full Council approval.

4.10.4 Early termination of employment (for reasons other than redundancy)

The council may award additional years service in cases of early termination of employment in exceptional circumstances, in accordance with the Early Retirement & Discretions Policy.

4.10.5 Compromise agreements

In exceptional circumstances, and specifically so as to settle a claim or potential dispute, the Joint Chief Executives can agree payment of a termination settlement sum for any post. In such cases, each decision as to the level of payment will be taken on its individual merits and with the advice of the Chief Finance Officer.

4.10.6 Re-employment of officers

The council needs to retain the flexibility to respond to unforeseen circumstances as regards re-employing former local government employees. Such an occurrence would be considered very much the *exception* rather than the *rule*. If the council were to re-employ a previous local government employee who had received a redundancy or severance package on leaving, or who was in receipt of a pension covered by the *Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999* (known as the Modification Order) (with the same or another authority), then the council's policy is to ensure that the rules of the Modification Order are applied. In addition, the council will ensure that an open and fair selection process has taken place before any appointment is confirmed. The same principle would be applied to such a person if they were to be engaged by the council on a 'contract for services' basis.

4.11 Remuneration on appointment and promotion

4.11.1 The starting salary on appointment or following promotion will normally be at the lowest incremental level on the salary scale. In exceptional circumstances, a Head of Service can approve appointment on a higher incremental point within the salary scale, following consultation with the relevant Joint Chief Executive, based on the appointee's level of relevant experience, difficulty in recruiting to a post or other relevant factors.

4.11.2 As regards Chief Officer posts, pay and remuneration is determined by council at the time of appointment, following negotiation with the successful candidate, taking account of their skills and experience and market conditions at the time.

4.12 Annual Leave entitlement

4.12.1 The following table shows the annual leave entitlement to all Hart employees

Salary Point	Period of continuous service		
	0-5 years	after 5 years	After 10 years
Heads of Service and above	31 days	31 days	34 days
SCP 40 and above	30 days	30 days	33 days
SCP 29 to SCP 39	28 days	29 days	31 days
SCP 22 to SCP 28	26 days	29 days	29 days
Up to and including SCP 21	24 days	29 days	29 days

5. RELATIONSHIP BETWEEN REMUNERATION OF CHIEF OFFICERS AND OTHER EMPLOYEES

5.1 The Local Government Association has offered advice on the Government's requirement in reporting remuneration relationships. The advice is that the measure of the relationship between Chief Officers and other employees be considered by the ratio between the highest paid employee and the median earnings across the organisation as a multiple. This has been calculated as follows:

Remuneration for the Joint Chief Executives (excluding pension contributions)	£96,308
Median remuneration for all employees at the council	£ 27647
Ratio Chief Executive to Median	3.48

5.2 The ratio between the Joint Chief Executive's remuneration and that of the council's lowest paid employee is 6.35

6. DATA TRANSPARENCY

6.1 Under the Code of Recommended Practice for Local Authorities on Data Transparency, pay and benefits information for staff paid over £58,200, are required to be published. This information is contained on the "Your right to know" page on the council's external website. Information on senior employees' remuneration can also be found in the annual Statement of Accounts.

6.2 In addition to the Chief Officer posts listed in paragraph 4.2 above, the following posts have remuneration levels in excess of £58,200:

ROLE	REMUNERATION RANGE*
Heads of Service (4 posts)	£66,975

* Includes all charges, fees, allowances and benefits in kind

Hart District Council
January 2016

Salary Scales 1st Oct 2015

Job Evaluation Score	GRADES	SCP	Salary	Per Month	Per hour
		6	15145	1262	7.85
99 or below		7	15145	1262	7.85
		8	15145	1262	7.85
		9	15145	1262	7.85
		10	15145	1262	7.85
	B	11	15574	1298	8.07
100-122		12	15886	1324	8.23
		13	16300	1358	8.45
		14	16587	1382	8.60
	C	15	16924	1410	8.77
123-134		16	17318	1443	8.98
		17	17716	1476	9.18
		18	18054	1505	9.36
	D	19	18710	1559	9.70
		20	19375	1615	10.04
135-191		21	20063	1672	10.40
		22	20569	1714	10.66
		23	21159	1763	10.97
	E	24	21833	1819	11.32
192-227		25	21993	1833	11.40
		26	22710	1892	11.77
		27	23463	1955	12.16
	F	28	24230	2019	12.56
228-268		29	25188	2099	13.06
		30	26033	2169	13.49
		31	26855	2238	13.92
	G	32	27647	2304	14.33
269-313		33	28461	2372	14.75
		34	29266	2439	15.17
		35	29879	2490	15.49
	H	36	30672	2556	15.90
314-370		37	31530	2627	16.34
		38	32452	2704	16.82
		39	33522	2793	17.38
	I	40	34402	2867	17.83
371-438		41	35309	2942	18.30
		42	36209	3017	18.77
		43	37112	3093	19.24

PAPER B
Appendix A

		44	38025	3169	19.71
439-509	J	45	38879	3240	20.15
		46	39818	3318	20.64
		47	40732	3394	21.11
510-559	K	48	41637	3470	21.58
		49	42531	3544	22.04
		50	43646	3637	22.62
560-639	L	51	44758	3730	23.20
		52	45873	3823	23.78
		53	46982	3915	24.35
640-739	M	54	48093	4008	24.93
		55	49195	4100	25.50
		56	50305	4192	26.07
740-900	HS1	57	51422	4285	26.65
		58	52534	4378	27.23
		59	53647	4471	27.81
		60	59777	4981	30.98
		61	61135	5095	31.69
900-1100	HS2	62	62494	5208	32.39
		63	63853	5321	33.10
		64	65211	5434	33.80

STAFFING COMMITTEE

Date and Time: Monday, 18 January 2016 at 7pm

Place: Committee Room 1, Civic Offices

Present:

COUNCILLORS

Billings, Burchfield (Chairman), Butler, Kennett, Leeson, Neighbour, Parker, Radley JE

Officers:

Patricia Hughes Joint Chief Executive

13 MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 9 November 2015 were confirmed and signed as a correct record.

14 APOLOGIES FOR ABSENCE

None.

15 CHAIRMAN'S ANNOUNCEMENTS

None.

16 DECLARATIONS OF INTEREST

None.

17 PAY POLICY STATEMENT FINANCIAL YEAR 2016-17

Members received and noted the Council's Pay Policy Statement for 2016-17. Committee made the following comments;

- That the fact that the Council pays only national living wage and above should be reflected on our website.
- That our website should be updated with the senior management paycales (on the right to know page).

RECOMMENDATION to Council

That the Pay Policy be approved.

18 EXCLUSION OF THE PUBLIC

The following item contained confidential information. Members considered whether the public interest in maintaining an exemption outweighed the public interest in disclosing the information.

RESOLVED

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 paragraph 1 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.

19 STAFFING IMPLICATIONS OF JOINT PROCUREMENT

Members considered the potential outsourcing of a number of services as a result of the joint procurement of services.

NB This report was Confidential.

RESOLVED

- 2.1 That the report be noted and actions taken to keep staff briefed as part of this process be endorsed
- 2.2 That the following comments be forwarded to Cabinet to help in their broader consideration of the procurement of these services:
 - There is a level of comfort that the Lot 1 bidder has already had experience of TUPE'ing staff at Hart District Council
 - We will continue to monitor to ensure staff are kept informed and protected during this process.

The meeting closed at 7.49 pm