

EAST HAMPSHIRE DISTRICT COUNCIL AND HAVANT BOROUGH COUNCIL

At a meeting of the Joint Human Resources Committee held on 21 March 2017

Present

Councillor Branson (Chairman)

Councillors

East Hampshire District Council: Councillors Carter (Vice-Chairman) and Evans
Havant Borough Council: Councillors Fairhurst, Lloyd and Wade

8 APOLOGIES FOR ABSENCE

Apologies for absence were received by Cllrs Glass, Noble, Saunders, Thomas, Lenaghan and Perry.

9 MINUTES

It was RESOLVED that the Minutes of the last meeting of the Joint Human Resources Committee held 12 September 2016 were approved as a correct record and signed by the Chairman.

10 MATTERS ARISING

There were no matters arising.

11 DECLARATIONS OF INTERESTS

There were no declarations of interest.

12 CHAIRMAN'S REPORT

The Chairman advised there was nothing to report to members of the Committee.

13 ANNUAL PAY POLICY STATEMENT 17/18

The members considered the written report from the Acting Head of Organisational Development regarding the annual Pay Policy Statement 2017/18.

In response to questions raised by the committee it was advised that the Pay Policy is displayed on the Council's public website.

The Committee discussed the implications of including the ratio of lowest paid employee to highest paid employee at both Councils in the interest of transparency. It was

RECOMMENDED to that the Pay Policy Statement be approved by the Full Council of East Hampshire District council and Havant Borough Council, subject to the following amendment(s):

HBC Pay Policy Statement:

5. The pay multiple based on the ratio between the highest paid employee and the mean average earnings across Havant Borough Council is 1: 4.7

The pay multiple based on the ratio between the paid lowest employee and the highest paid employee across Havant Borough Council is 1: 8.39.

EHDC Pay Policy Statement:

5. The pay multiple based on the ratio between the highest paid employee and the mean average earnings across East Hampshire District Council is 1: 4.8

The pay multiple based on the ratio between the highest paid employee and the lowest paid employee across East Hampshire District Council is 1: 9.23.

14 RECRUITMENT PROCEDURE

Joint Human Resources Committee (21.3.17)

The Committee considered the written report on the Recruitment Procedure from the HR Business Partner.

The Committee were advised of the small difference between the Recruitment Procedures for both East Hampshire District Council and Havant Borough Council. The Committee noted that the following policies were not in place for EHDC:

- Disability Confidence Scheme
- Veteran Scheme.

Members raised concerns over the necessity for officers to be cognizant of the impacts of both Brexit and the 6 Councils contract and were advised that officers would be compliant with any changes in legislation.

It was RESOLVED that the Recruitment Procedure be approved for use across both Councils.

The meeting commenced at 4.00 pm and concluded at 4.45 pm

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Chairman