

HAVANT BOROUGH COUNCIL

At a meeting of the Human Resources Committee held on 5 October 2022

Present

Diamond (Chairman), Crellin (Vice-Chairman), Fairhurst, Payter, Richardson and Weeks

15 Apologies for Absence

There were no apologies for absence.

16 Declarations of Interest

There were no declarations of interest.

17 Minutes

The minutes of the meeting held on 20th July 2022 were approved.

18 Senior Pay Policy Review

The Interim Chief Executive, Kim Sawyer, introduced the item to the committee.

Members asked questions in relation to the report provided. It was requested that a list of the jobs to be recruited for, it was agreed a list would be distributed to Members.

Members praised the report.

Proposed by Councillor Fairhurst, Seconded by Councillor Richardson and following a vote, it was RESOLVED that Members:

- a. Approve the Senior Pay Policy
- b. Note the levels of senior pay as set out in the senior pay policy

19 Hybrid Working Review

The Executive Head of Internal Service, Mr Goodwin, introduced the item to the committee. Providing an update on where the trial is at this time and how it is looking to be progressed in the future.

The leader addressed the committee.

The committee asked questions in relation to the report.

It was said that it has now been requested that teams move towards two days a week. The ideal is 2-3 days at home or in the office unless operational need dictates more.

Concerns were expressed with potential abuse of hybrid working arrangements, however members were advised that performance delivery outcomes will be monitored rather than where an individual is. It was said that staff code of conduct and whole employment contracts are based on trust and performance.

It was agreed that a list of officer numbers would be distributed to members to ensure they are able to make contact when needed.

Proposed by Councillor Fairhurst, seconded by Councillor Payter, following a vote Members noted the report.

20 Recruitment

The Interim Chief Executive, Kim Sawyer, gave a verbal update to the committee regarding recruitment.

Members noted the update.

The meeting commenced at 5.00 pm and concluded at 5.55 pm