



NOTICE OF MEETING

EMPLOYMENT COMMITTEE

TUESDAY 19 FEBRUARY 2013 AT 12:15PM

CONFERENCE ROOM A, FLOOR 2, CIVIC OFFICES, PORTSMOUTH

Committee Members

Councillor Gerald Vernon-Jackson (Chair)
Councillor Leo Madden (Vice Chair)
Councillor Lynne Stagg
Councillor Rob Wood
Councillor Simon Boshier
Councillor Donna Jones

Standing Deputies:

Councillor Lee Hunt
Councillor Jason Fazackarley
Councillor Hugh Mason
Councillor Robert New
Councillor Steve Wemyss

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(NB This agenda should be retained for future reference with the Minutes of this meeting.)
Please note that the agenda, minutes and non-exempt reports are available to view online on the Portsmouth City Council website: www.portsmouth.gov.uk

Deputations by members of the public may be made on any item where a decision is going to be taken. The request should be made in writing to the contact officer (above) by 12 noon of the working day before the meeting, and must include the purpose of the deputation (for example, for or against the recommendation). Email requests are accepted.

AGENDA

- 1 Apologies for Absence.**
- 2 Declarations of Interests.**

3 Minutes – 15 January 2013.

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RECOMMENDED that the Minutes of the meeting of the Employment Committee held on 15 January 2013 be confirmed and signed by the Chair as a correct record.

4 Leadership and Management Programme (LAMP)

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The purpose of the report is to present a review of the Council's Leadership and Management Programme (LAMP) which:

- Evaluates the success of the first year in terms of delegates' perception and the impact experienced back in the work environment
- Explores whether LAMP meets the current and future needs of managers in the transforming organisation

RECOMMENDED:

(1) That Members support the continued delivery of the Leadership and Management Programme (LAMP) until the end of its agreed delivery - September 2013 with publicity undertaken in Spring 2013 to encourage those managers who still have an intention to attend whilst the programme is available.

(2) That members support the planned commissioning of new management training that is informed by our learning and responsive to the emerging needs and aspirations of PCC

5 Internal Communications: recent activity and future focus

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The purpose of this report is to inform Members and:

- to provide context around improvements in the Employee Opinion Survey (EOS) results in relation to internal communications
- to outline improvements made to internal communications since 2010
- to outline the proposed future focus for internal communications

RECOMMENDED

(1) that Members note information in the report

(2) that Members note the proposed future direction of travel (section 8.1) and support the measures relating to improving staff understanding of the council as a democratic organisation (section 8.1.5)

6 Employee Opinion Survey Results.

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The purpose of the report is to provide the Employment Committee with:

- results from the Employee Opinion Survey 2012 for information
- an outline of what these results tell us as part of an employee engagement framework
- some context as to how these results compare to other organisations

RECOMMENDED

(1) That members note the results from the Employee Opinion Survey 2012.

(2) That members agree that a follow up report detailing the organisational and service level actions should be submitted to Employment Committee in 6 months discussing how services are using these results to influence the way they work.

7 Report on Q3 Sickness Scorecard for Members.

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This report is designed to provide an overall analysis of sickness absence within each service and Portsmouth City Council overall. This report excludes schools, internal agency and all casuals.

RECOMMENDED that the sickness absence figures continue to be reviewed on a regular basis.

8 Pay Policy Statement

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The Council is required by section 38(1) of the Localism Act 2011 (openness and accountability in local pay) to prepare a Pay Policy Statement.

A Pay Policy Statement must articulate the Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff, Chief Officers and its lowest paid employees.

A Pay Policy Statement must be prepared for each financial year, approved by Full Council no later than 31st March of each financial year and published on the council's website.

RECOMMENDED that the Employment Committee approves the draft Pay Policy Statement attached as Appendix 1 to go forward for approval by the Full Council on 19th March 2013.

9 Employment Law Update

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The purpose of the paper is to update the committee on developments in Employment Law.

RECOMMENDED that the employment law update be noted.

10 Date of Next Employment Committee Meeting

The date of the next scheduled meeting is 18 June 2013 at 12.15pm.

11 Exclusion of Press and Public

That in view of the contents of the following items on the agenda the Committee is RECOMMENDED to adopt the following motion:

“That, under the provisions of Section 100A of the Local Government Act, 1972 as amended by the Local Government (Access to Information) Act, 1985, the press and public be excluded for the consideration of the following item(s) on the grounds that the report(s) contain information defined as exempt in section 100I and by reference Part 1 of Schedule 12A to the Local Government Act, 1972”.

Although there is a public interest favouring public access to local

authority meetings, given the legally privileged and commercially sensitive information contained in the report, the public interest in maintaining the exemption outweighs the public interest in disclosing the (exempt) information.

(NB The exempt/confidential committee papers on the agenda will contain information which is commercially, legally or personally sensitive and should not be divulged to third parties. Members are reminded of standing order restrictions on the disclosure of exempt information and are invited to return their exempt documentation to the Democratic Support Officer at the conclusion of the meeting for shredding.)

<u>Item</u>	<u>Exemption Para No.*</u>
12	3, 4 and 5

*Paragraph Exemption Nos:

3.Information relating to the financial or business affairs of any particular person (including the authority holding that information)

4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between Portsmouth City Council and employees and

5.Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings

12 Exempt report - Update on Employment Matter (to follow)

Background list of documents: Section 100D Local government Act 1972 – None, other than where mentioned at the end of individual reports.