



## NOTICE OF MEETING

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**EMPLOYMENT COMMITTEE (SPECIAL)**

**MONDAY 15 APRIL 2013 AT 12:30PM**

**EXECUTIVE MEETING ROOM, THIRD FLOOR, GUILDHALL, PORTSMOUTH**

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**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](http://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 Members' Interests.**

## **3 Standby Allowance Payments**

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The purpose of the report is to ask the Committee to consider the following:

- To temporarily amend the Standby Allowance policy to allow a greater flexibility to apply different rates if a service area is having difficulties covering 24 hour shifts, as an interim arrangement, and
- To review the current Standby Allowance scheme with the view of introducing a revised scheme, within the following 6 months. Any recommendation would be subject to a risk assessment being completed by the City Solicitor.

### **RECOMMENDED that**

- (i) As an interim arrangement, for the Standby Allowance to remain as it is and for local agreements to be made for hard to cover service areas, similar to Market Supplement Payments, and;**
- (ii) For a review of the Standby Allowance policy to be undertaken within the following 6 months, with the view of increasing the allowance to reflect the levels of disruption and the emotional impact of call outs, whilst on standby rotas.**
- (iii) Any additional costs arising from amendments to Standby Allowances would have to be funded from existing, approved budgets.**

## **4 NHS Pension Scheme Direction**

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The purpose of the report is to seek approval from the Employment Committee for an application to be made to the Secretary of State to enable certain Public Health staff to retain membership of the National Health Service Pension Scheme (NHSPS).

**RECOMMENDED that the Employment Committee on behalf of the City Council approves an application being made to the Secretary of State to enable a restricted list of Public Health posts that transferred to the City Council on 1 April 2013 to have continued access to the National Health Service Pension Scheme (NHSPS). Section 3.6 of this report lists the relevant posts.**

## **5 Senior Management Structure**

... The purpose of this report is to recommend to Members proposed changes to the senior management (head of service and strategic director level) structure of the Council in the light of reductions in the budget agreed by Council in February 2013.

(Please note there are 5 appendices)

### **RECOMMENDED that**

- (1) Members agree the proposed further reduction in senior management and the re-alignment of management oversight as set out in the report as their preferred basis for the purposes of consultation with the Secretary of State for Health, the Portsmouth Safeguarding Board, the trades unions and other interested parties.**
- (2) An Advisory Appointments Committee (as set out in section 5 of the report) and an Appointment Committee of five elected members and supported by appropriate technical advisers is constituted to be responsible for the recruitment of a permanent Director of Public Health.**
- (3) Members affirm Julian Wooster as the Acting Director of People Services and Dr Andrew Mortimore as the Acting Director of Public Health.**
- (4) Members agree to the transfer of Housing and Property Services to the Regeneration Directorate and the HIDS, Community Safety and Licensing Service to the Director of Public Health.**
- (5) Members note the financial implications of the proposals as set out in the commentary of the Head of Financial Services.**
- (6) Members record their thanks to Margaret Geary, Strategic Director, for her huge contribution to the Council and the city.**

Background list of documents – Section 100(d) Local Government Act 1972 – None

## **6 Date of Next Meeting**

The next scheduled meeting will take place on 18 June 2013 at 12.15pm.