
NOTICE OF MEETING

EMPLOYMENT COMMITTEE

TUESDAY, 17 JUNE 2014 AT 3.30 PM

THE EXECUTIVE MEETING ROOM - THIRD FLOOR, THE GUILDHALL

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Membership

Councillor Donna Jones (Chair)
Councillor Luke Stubbs (Vice-Chair)
Councillor John Ferrett
Councillor Darren Sanders
Councillor Lynne Stagg
Councillor Gerald Vernon-Jackson

Standing Deputies

Councillor David Fuller
Councillor Hugh Mason
Councillor Linda Symes
Councillor Rob Wood

(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 (Pages 1 - 6)

RECOMMENDED that the Minutes of the meeting of the Employment Committee held on 10 March 2014 be confirmed and signed by the Chair as a correct record.

4 Job Evaluation (Pages 7 - 24)

At a meeting of the Staff Joint Committee, it was agreed that the Trade Unions would submit a paper to Employment Committee putting forward their view on shortcomings of the existing system and what they would like to see. This is attached as item 4A.

It was also agreed that the Employer would bring an officer report to the Employment Committee to include a review of the job evaluation system, Trade Union involvement in the process and recommendations to address what Trade Unions perceive to be a lack of transparency around the JESS scheme. It should also review Trade Union Facilities time for Trade Unions to attend the Felt Fair Panel. This is attached as item 4B.

RECOMMENDED That the Employment Committee consider the paper from the Trade Unions and the information in the Employers' report and decide on recommendations to adopt in light of the information before them.

5 Sickness Absence Quarterly Report (Pages 25 - 32)

The purpose of this quarterly report is to update and inform Employment Committee on actions being taken that have a positive effect on the levels of sickness absence across Services.

RECOMMENDED that the Employment Committee

- (1) continue to monitor sickness absence, on a quarterly basis, and to ensure appropriate management action is taken to address absenteeism.**
- (2) implement the actions for improving sickness absence at the Port.**

6 Discretionary Pension Policy Statement Review (Pages 33 - 46)

The purpose of the report is to inform Employment Committee that the introduction of the new Local Government Pension Scheme (LGPS) from 1 April 2014 requires all scheme employers to review their existing discretionary pension policy statements and publish new policy statements effective from 1 April 2014. This is required under Regulation 60(1) of the LGPS Regulations 2013 and Regulation 66 (1) of the LGPS (Administration) Regulations 2007.

This report summarises the pension policies that need reviewing and makes recommendations for the adoption of a new pension policy statement.

In addition, for information, the report also summarises the main provisions of the new LGPS and provides a comparison with the existing scheme.

RECOMMENDED that Employment Committee

- (1) approve the discretionary policy statement set out in Appendix 1 of this report with effect from 1 April 2014.**
- (2) Employment Committee note the main scheme changes arising from the introduction of the new LGPS from 1 April 2014. Appendix 2 of this report provides a summary of the changes.**

7 Portsmouth City Council and Staff Joint Committee - Constitution - Provision for Changes to the staff side union representation to allow Unison to give up one representative to Unite (Pages 47 - 50)

The purpose of this item is to seek authority to change the constitution of the Staff Joint Committee regarding the representation of the unions. At the meeting of the Staff Joint Committee on 3 April 2014 both Unite and Unison unions expressed their wish to change the representation of the unions as currently set out in the constitution so that Unison give up one representative to Unite. This would mean that instead of Unison having six representatives with a right to attend and vote they would in future have five and Unite would have two representatives rather than one. The Chair of the Staff Joint Committee put this to the membership and it was agreed that the suggested change be supported and taken to Employment Committee for ratification.

The suggested revised constitution is attached for formal approval.

RECOMMENDED that the constitution of the Portsmouth City Council and Staff Joint Committee be amended with immediate effect (as attached) to allow a change in the representation of the unions as currently set out in the constitution so that Unison give up one representative to Unite.

Background list of documents – Section 100D Local Government Act 1972 – none.

8 Hampshire Pension Fund Panel Appointment

The purpose of this item is to make an appointment to the Hampshire Pension Fund Panel (following Councillor Vernon-Jackson's request that he be replaced on this body) to serve for the period up to 30 September 2015.

The nominee must be an elected member and should have a grasp of financial issues and be prepared to commit time to the duties involved, including the requirement to undergo training on local government pension funds and their investment. There is no remuneration for this role. Expenses can be claimed under Portsmouth's scheme of allowances for meetings outside the city.

This vacancy will be circulated to group leaders and secretaries (at the same time as this agenda) seeking nominations.

RECOMMENDED that an appointment to serve on the Hampshire Pension Fund Panel to September 2015 (subject to the appointee remaining an elected member) be made.

9 Date of Next Meeting

The date of the next scheduled meeting is 16 September 2014.