

NOTICE OF MEETING

EMPLOYMENT COMMITTEE

TUESDAY, 24 NOVEMBER 2020 AT 2.00 PM

VIRTUAL REMOTE MEETING - REMOTE

Telephone enquiries to Vicki Plytas 02392 834058
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Membership

Councillor Ben Dowling (Chair)
Councillor Donna Jones (Vice-Chair)
Councillor Matthew Atkins
Councillor Cal Corkery
Councillor Darren Sanders
Councillor Gerald Vernon-Jackson CBE

Standing Deputies

Councillor Simon Boshier
Councillor Lynne Stagg
Councillor Luke Stubbs
Councillor Matthew Winnington
Councillor Hugh Mason

((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

A written deputation stating to which agenda decision item it refers must be received by the officer named at the top of the agenda **by 12 noon two working days preceding the meeting.** Any written deputation received by email will be sent to the Members on the relevant decision making body and be referred to and read out at the meeting within permitted time limits

AGENDA

- 1 **Apologies for Absence**
- 2 **Declarations of Members' Interests**
- 3 **Minutes of the Meeting held on 22 September 2020** (Pages 5 - 16)

RECOMMENDED that the minutes of the meeting held on 22 September 2020 be confirmed and signed by the Chair as a correct record.

- 4 **Sickness Absence - Quarterly Report** (Pages 17 - 36)

The purpose of this report is to update the Employment Committee about the levels of sickness absence across the council and the actions being taken to manage absence and promote employee wellbeing.

RECOMMENDED that Members

- (1) **Continue to monitor sickness absence, and ensure appropriate management action is taken to address absenteeism**
- (2) **Note the wellbeing activities undertaken to support attendance**
- (3) **Note the additional wellbeing activities specifically in response to the Covid-19 pandemic.**
- (4) **Note the reduction in absence levels across the organisation**

- 5 **Reward and Recognition** (Pages 37 - 56)

Purpose of report

Following on from the Employment Committee held on 22 September, Members requested a further report which outlined what the Council had already done, what existing mechanisms were in place for recognising employees' resilience and hard work during the on-going pandemic period and to outline options for what could be put into place for the future.

RECOMMENDED that Members

- (1) **Note how PCC has already publicly acknowledged the outstanding services and efforts that council officers have made and are continuing to make during the ongoing pandemic. Future email communication from the Leader and the Chief Executive to staff thanking them for their efforts is continued.**
- (2) **Note what reward and recognition systems are already in place across the whole City Council as contained within Appendix 2.**
- (3) **Confirm the reward and recognition in relation to efforts made as a result of the pandemic through the arrangement of an awards ceremony when it is safe to do so, or any other method of reward that Members wish to implement.**
- (4) **Provide an additional day's annual leave to all staff to be taken on either Christmas Eve or New Year's Eve (or at a later date for those rota'd to work on these days) in recognition of the efforts of all staff during the pandemic.**

- 6 **Living Wage Accreditation Update** (Pages 57 - 58)

At Employment Committee on 22 September 2020, Members requested further clarification on the financial impact of becoming an accredited Living

Wage employer (previously known as an accredited Foundation Living Wage employer). The purpose of this report is to give Members an update of the work carried out to date.

The report is for noting.

This meeting is webcast (videoed), viewable via the Council's livestream account at <https://livestream.com/accounts/14063785>