



NOTICE OF MEETING

EMPLOYMENT COMMITTEE

TUESDAY, 2 MARCH 2021 AT 2.00 PM

VIRTUAL REMOTE MEETING

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 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.

A G E N D A

1 Apologies for Absence

2 Declarations of Members' Interests

3 Minutes of the meeting held on 14 January 2021 (Pages 5 - 12)

RECOMMENDED that the minutes of the meeting held on 14 January 2021 be confirmed and signed by the Chair as a correct record.

4 Gender Pay Gap Report (Pages 13 - 54)

The purpose of the report is to present the outcomes of the Gender Pay Gap 2020/21, ensuring the Council can fulfil its statutory obligations in respect of the Gender Pay Gap Information Regulations, and note the recommended action plan to build on the council's inclusive working practices, to continue to reduce the gap.

At Employment Committee on 4th December 2018, Members requested that additional data on the age breakdown be included in the Gender Pay Gap Report. The Gender Pay Gap report now includes a breakdown of the workforce profile by age, gender and whether full time or part time. Appendix 1 includes this additional information, as well as the statutory data that the Council is required to publish in accordance with the Gender Pay Gap Information Regulations.

RECOMMENDED that the Employment Committee:

- (1) Note the key findings of the Gender Pay Gap Report 2020/21 (Appendix 1).**
- (2) Agree the action plan as set out in Appendix 1 of the Gender Pay Gap report.**

5 Quarterly Sickness Absence Report (Pages 55 - 72)

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.**

6 Pay Policy Statement (Pages 73 - 82)

Purpose

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. The Local Government Transparency Code 2014 further clarifies and describes the

information and data local authorities are required to publish to increase democratic accountability.

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. It should be approved by Full Council no later than 31st March of each year, prior to the financial year to which it relates and be published on the council's website.

RECOMMENDED that Employment Committee approves the Pay Policy Statement attached as Appendix 1, to go forward for approval by the Full Council prior to 31 March 2021.

7 Update on progress towards attaining Living Wage accreditation (Pages 83 - 86)

(This information report originally marked "to follow" was published on 26 February.)

The purpose of this report is to provide Members with an update on the progress made to date against the recommendation set out below:

"Members instruct Officers to work with the Living Wage Foundation to seek to attain Living Wage accreditation through the development of an implementation plan over a suitable period that is consistent with the Council's overall financial constraints and also accommodates any likely legal / procurement challenges; any such plan to be approved by Full Council with any financial impact commencing in 2021/22"

8 Senior Management Structure - Integration of Health and Social Care (Pages 87 - 96)

This report originally marked "to follow" was published on 23 February.

The purpose of this report is to update the Employment Committee on changes to the Health and Care landscape, including the deepening integration between Portsmouth City Council (PCC) and the Portsmouth Clinical Commissioning Group (PCCG), changes in response to the departure of the Director of Adult Social Services (DASS) and implications of proposals for a reorganisation of NHS structures through legislation.

RECOMMENDED that the Committee:

- i. Approves the appointment of the current Director of Adult Care, Andy Biddle, to additionally become the Council's statutory Director of Adult Social Services (DASS);**
- ii. Requests the Chief Executive to continue to secure deeper integration of council and health services within the Health and**

Care Portsmouth framework and across the wider health and care system, forming an executive team comprising the DASS, DCS, DPH and Director of Health and Care Portsmouth (NHS post) and Director of Finance (NHS post), all posts having powers to exercise executive functions across both the City Council and the Portsmouth CCG (under s113 of the Act) and with other health providers as appropriate.

- iii. Records its gratitude and appreciation to Mr Innes Richens for his long service to the city and the City Council and wishes him the very best for the future.**
- iv. Notes the changes being proposed to the structure of the NHS and the opportunities and potential implications these changes may have for the delivery of health and care in Portsmouth.**

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