

# NOTICE OF MEETING

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## EMPLOYMENT COMMITTEE

THURSDAY, 7 JULY 2022 AT 2.00 PM

COUNCIL CHAMBER - THE GUILDHALL, PORTSMOUTH

Telephone enquiries to James Harris on 023 9260 6065

Email: james.harris@portsmouthcc.gov.uk

If any member of the public wishing to attend the meeting has access requirements, please notify the contact named above.

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### Membership

Councillor Cal Corkery (Chair)  
Councillor Simon Boshier (Vice-Chair)  
Councillor Dave Ashmore  
Councillor Matthew Atkins  
Councillor Darren Sanders  
Councillor Gerald Vernon-Jackson CBE

### Standing Deputies

Councillor Ryan Brent  
Councillor Stuart Brown  
Councillor Suzy Horton  
Councillor Mark Jeffery  
Councillor Terry Norton  
Councillor Scott Payter-Harris  
Councillor Asghar Shah

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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/s). Email requests are accepted.**

## **Information with regard to public access due to Covid precautions**

- Following the government announcement 'Living with COVID-19' made on 21 February and the end of universal free testing from 1<sup>st</sup> April, attendees are no longer required to undertake an asymptomatic/ lateral flow test within 48 hours of the meeting however we still encourage attendees to follow the PH precautions we have followed over the last two years to protect themselves and others including vaccination and taking a lateral flow test should they wish.
- We strongly recommend that attendees should be double vaccinated and have received a booster.
- If symptomatic we encourage you not to attend the meeting but to stay at home. Updated government guidance from 1 April advises people with a respiratory infection, a high temperature and who feel unwell, to stay at home and avoid contact with other people, until they feel well enough to resume normal activities and they no longer have a high temperature. From 1 April, anyone with a positive COVID-19 test result is being advised to follow this guidance for five days, which is the period when you are most infectious.
- We encourage all attendees to wear a face covering while moving around crowded areas of the Guildhall.
- Although not a legal requirement, attendees are strongly encouraged to keep a social distance and take opportunities to prevent the spread of infection by following the 'hands, face, space' and 'catch it, kill it, bin it' advice that also protects us from other winter viruses.
- Hand sanitiser is provided at the entrance and throughout the Guildhall. All attendees are encouraged to make use of hand sanitiser on entry to the Guildhall.
- Those not participating in the meeting and wish to view proceedings are encouraged to do so remotely via the livestream link.

## **AGENDA**

### **1 Apologies for Absence**

### **2 Declarations of Members' Interests**

### **3 Minutes of the meeting held on 9 March 2022 (Pages 5 - 10)**

**RECOMMENDED that the minutes of the meeting held on 9 March 2022 be confirmed and signed by the Chair as a correct record.**

### **4 Real Living Wage (Pages 11 - 20)**

At Employment Committee on 20<sup>th</sup> January 2022 Members were updated on progress made towards becoming an accredited Living Wage Employer. The purpose of this report is to provide Members with an update on current market conditions, the impact on PCC pay structure and staff and the benefits and challenges of accreditation. Members are asked to determine how they wish to progress towards becoming an accredited Living Wage Employer given the

current economic pressures faced by the Council.

**It is recommended that:**

- (i) Group leaders nominate members from their group to form a task and finish group to investigate how Living Wage accreditation can be taken forward through the governance cycle and budget setting process and report back to the committee with recommendations at its next meeting in September.**
- (ii) For PCC staff currently in receipt of pay below the 2022/23 Real Living Wage (RLW) rate, to be paid an uplift to £9.90 to bring their rate in line with the current RLW rate pending the outcome of the national pay negotiations.**
- (iii) The Committee reiterates its commitment to the policy of paying PCC employees the Real Living Wage and resolves to report annually on the impact of this policy.**

**5 Sickness Absence - Quarterly Report (Pages 21 - 30)**

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

**RECOMMENDED that the Employment Committee Notes:**

- (i) the levels and causes of sickness absence over the last quarter;**
- (ii) the activities and interventions undertaken to support attendance; and**
- (iii) the change in absence levels across the organisation.**

**6 Trade Union Facilities Time 2021/22 (Pages 31 - 42)**

The purpose of the report is present the outcome of the Trade Union Facility Time Report 2022 ensuring the Council can fulfil its statutory obligations in respect of the Trade Union (Facility Time Publication Requirements) 2017.

**RECOMMENDED that the Employment Committee Notes:**

- (i) the data in Appendix 1 and the fact that the Appendix will be the report published on the PCC website, and the Government maintained website; and**
- (ii) that the data will be included in any relevant Annual Report and Accounts that are published by PCC.**

## **7 Appointment to the Hampshire Pension Fund Panel and Board**

The purpose of this item is to make an appointment to the Hampshire Pension Fund Panel and Board to serve as a full member with Southampton City Council's representative serving as the substitute member. This alternates at the end of each municipal year.

There is no remuneration for this role.

The future Panel and Board meeting dates are:

2022: 28 July, 30 September, 16 December.

2023: 24 March.

The meetings are held in Winchester at 10am.

**RECOMMENDED that a Portsmouth Councillor be appointed to serve on the Hampshire Pension Fund Panel and Board for the rest of the municipal year, subject to that person remaining an elected member.**

Members of the public are permitted to use both audio visual recording devices and social media during this meeting, on the understanding that it neither disrupts the meeting nor records those stating explicitly that they do not wish to be recorded. Guidance on the use of devices at meetings open to the public is available on the Council's website and posters on the wall of the meeting's venue.

Whilst every effort will be made to webcast this meeting, should technical or other difficulties occur, the meeting will continue without being webcast via the Council's website.

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