

# NOTICE OF MEETING

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## EMPLOYMENT COMMITTEE

THURSDAY, 17 NOVEMBER 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](mailto: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.**

## **Public health guidance for staff and the public due to Winter coughs, colds and viruses, including Covid-19**

- 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 any asymptomatic/ lateral flow test within 48 hours of the meeting; however, we still encourage attendees to follow the public health 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 any boosters they are eligible for.
- If unwell 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 still 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 protects us from coughs, colds and winter viruses, including Covid-19.
- 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 7 July 2022 and the extraordinary meeting held on 26 August 2022 (Pages 5 - 12)**

RECOMMENDED that the minutes of the ordinary meeting held on 7 July 2022 and the extraordinary meeting held on 26 August 2022 be confirmed and signed by the Chair as correct records.

- 4 Health and Safety Annual Report (for period 1 April 2021 - 31 March**

**2022)** (Pages 13 - 24)

Purpose

To provide assurance to the Employment Committee that Portsmouth City Council is complying with health and safety legislation and is ensuring the health, safety, and wellbeing of those affected by the council's activities.

This report is for NOTING.

**5 Workforce Profile** (Pages 25 - 52)

Purpose

The purpose of this report to present to the committee the workforce profile for 2021 with a summary of key highlights.

This report is for NOTING.

**6 Real Living Wage Accreditation** (Pages 53 - 56)

Purpose

At its meeting of 7 July 2022 the Committee resolved to ask Group leaders to 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.

The purpose of this report therefore is to provide recommendations of the task and finish group in accordance with the above resolution.

**Recommendations**

**The task and finish group recommend that the Employment Committee:**

- (i) Asks the Cabinet to consider including Real Living Wage accreditation in the upcoming budget setting process to seek sustainable funding; and**
- (ii) Asks Cabinet that in the budget setting process the financial impact is assessed using data previously provided to the committee on which to base its assumptions subject to the announcement of the revised Real Living Wage rate for 2023 which is expected to be announced in November by the Living Wage Foundation.**

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.

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