

EMPLOYMENT COMMITTEE

MINUTES OF THE MEETING of the Employment Committee held on Thursday, 9 March 2023 at 2.00 pm at the Council Chamber - The Guildhall, Portsmouth

Present

Councillor Cal Corkery (in the chair)
Councillor Simon Boshier (Vice-Chair)
Councillor Dave Ashmore
Councillor Darren Sanders
Councillor Gerald Vernon-Jackson CBE

5. Apologies for Absence (AI 1)

Apologies were received from Councillor Atkins.

6. Declarations of Members' Interests (AI 2)

There were no declarations of interest.

7. Minutes of the Special meeting held on 15 February 2023 (AI 3)

The minutes of the meeting held on 15 February 2023 were confirmed and signed as an accurate record.

8. Pay Policy Statement 2023-24 (AI 4)

Rochelle Williams, Assistant Director of HR introduced the report.

DECISION

Approved the Pay Policy Statement attached as Appendix 1, to go forward for approval by the Full Council prior to 31 March 2023.

9. Gender Pay Gap 2022-23 (AI 5)

Rochelle Williams, Assistant Director of Human Resources introduced the report and in response to a question from members, explained that the council pays long service award and honorariums but not bonuses.

DECISIONS

1 . Noted the key findings of the Gender Pay Gap Report 2022-23 (Appendix 1).

2. Noted the action plan as set out as item 8 in the Gender Pay Gap Report 2022-23 (Appendix 1).

10. Sickness Absence Report (AI 6)

Rochelle Williams, Assistant Director of Human Resources introduced the report and in response to a question from members, explained that levels of non-work-related psychological absence is higher than work-related. The

interventions in place to support staff are set out in the report. Through the surveys, staff had requested support networks in the workplace. To establish a culture of support with peers, the following working groups will be launched shortly; for dads, people ongoing the menopause and people who are neurodivergent.

Natasha Edmunds, Director of Corporate Services explained that long covid is a diagnosed condition that can last months. A working group of Public Health and NHS staff are looking into the causes and prognosis. The council has a policy that staff who work with vulnerable people must abstain from work for five days.

The focus on new managers' induction covers both newly recruited and promoted staff. It is incumbent for senior managers to role model how the council approaches absence. They meet regularly with unions and the working group about the menopause came about thanks to the union flagging up this issue.

DECISIONS

- 1. Noted the change in absence levels across the organisation.**
- 2. Noted the levels and causes of sickness absence across the council and by directorate.**
- 3. Noted the activities and interventions undertaken to support attendance.**

11. Health and Safety Training Deep Dive (AI 7)

Linda Martin, Corporate Health & Services Manager introduced the report.

DECISION

The report was noted.

12. Member Training Working Group (AI 8)

James Harris, Senior Local Democracy Officer introduced the report.

Councillor Sanders explained that the aim was to get new Councillors democratic duties up and running as quickly as possible.

Members agreed that the officer: member protocol would be circulated to all members.

DECISION

The report was noted.

The meeting concluded at 3:35pm

Councillor Cal Corkery
Chair