

HR Committee

3rd August 2017



Report of: Interim Service Director Human Resources

Title: Work Programme 2017-18

Ward: N/A

Officer Presenting Report: Jacquie McGeachie (Interim Service Director Human Resources)

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Recommendation

That the Committee decides its work programme for 2017/18.

Summary

The report sets out some areas of HR policy and practice that the HR Committee may wish to consider exploring as part of its work programme for 2017/18.

The significant issues in the report are:

- A number of potential areas are suggested for the Committee to consider.



Policy

1. Not applicable.

Consultation

2. **Internal**
Not applicable.
3. **External**
Not applicable.

Context

4. The HR Committee normally sets its own work programme each year. The Committee is due to have a total of four meetings in 2017/18. Keeping to two or three the number of key items to be considered at each meeting usually ensures that there is not only enough time to properly consider each one, but also sufficient officer support so that preparation is thorough.
5. The Committee is required to consider the annual Pay Policy Statement and recommend it to Full Council. The Committee also has delegated responsibility for decisions affecting the employment of Chief Officers.
6. In addition, the Committee may wish to consider some of the following:
 - Workforce implications of the Council's Medium Term Financial Plan
 - Workforce health and wellbeing (eg, morale, work-related absence)
 - Council workspaces (eg, strategy post-Bristol Workplace Programme)
 - Budget savings (eg, workforce policy, senior management, neighbourhoods consultations)
 - Workforce statistics
 - Local Government Pension Scheme/Avon Pension Fund
 - Proposed changes to the Committee's terms of reference/Council's Constitution
 - Workforce Plan
 - Pay and grading review

Proposal

7. That the Committee decides its work programme for 2017/18.

Other Options Considered

8. None, as this report is for information only.

Risk Assessment

9. Not applicable.

Public Sector Equality Duties

- 10a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 10b) No equality impact assessment has been undertaken because this report is for information only.

Legal and Resource Implications

Legal

None, as this report is for information only.

Financial

(a) Revenue

None, as this report is for information only.

(b) Capital

None, as this report is for information only.

Land

Not applicable.

Personnel

Not applicable.

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.