

EAST HAMPSHIRE DISTRICT COUNCIL AND HAVANT BOROUGH COUNCIL

At a meeting of the Joint Human Resources Committee held on 6 December 2017

Present

Councillor Carter (Chairman)

Councillors

East Hampshire District Council: Councillor Glass

Havant Borough Council: Councillors Branson and Perry

1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Lloyd, Evans, Noble, Weeks and Lenaghan.

2 MINUTES

RESOLVED that the Minutes of the last meeting of the Joint Human Resources Committee be approved as a correct record and signed by the Chairman.

3 DECLARATIONS OF INTERESTS

There were no declarations of interest from members present relating to matters on the agenda.

4 CHAIRMAN'S REPORT

The Chairman advised there was nothing to report at the time.

5 REVIEWED EQUALITY POLICY

The Committee received a report from the Customer Inclusion Adviser outlining a reviewed equality policy for both Havant Borough Council and East Hampshire District Council.

Officers advised the following points in the updated policy:

- Simplified language
- Clearer roles and responsibilities
- More robust policy for contractors/partners
- Due regard to the PSED.

In response to questions raised by the committee it was advised that neither Council declared themselves as a living wage employer, however the minimum salary for any member of staff was above the National Minimum Wage.

The committee were supportive of an inclusive, fully encompassing equality policy that included opportunities for all vulnerable people. It was therefore

RECOMMENDED that the Reviewed Equality Policy be approved by the Cabinets of East Hampshire District Council and Havant Borough Council.

6 STRATEGIC HR AND OD FUNCTION

The Head of Organisational Development gave a verbal update to the committee regarding the work on Strategic HR and Organisational Development. The following key points were discussed:

- Update following the HR advisory and administration function relocation
- Outline of the work of the Strategic HR team
- Discussion of the work programme for strategic HR for 2018/19

The committee discussed the work of the OD and Strategic HR function and endorsed the Councils' seizing any opportunities to deliver strategic HR work to other organisations and praised the business-like approach to organisational development.

The Committee thanked officers for the informative update.

7 STRATEGIC HR AND OD UPDATE

The Committee considered the written report regarding the Strategic HR and OD Update.

The key details of the report discussed:

- Executive Coaching
- Skills Programme
- Stress Survey
- Employee Engagement
- Leadership conference.

It was outlined how the purpose of Strategic HR and OD was to support the skills programme in order to develop managers and team leaders at both Councils. This focus was to streamline the transition to Operational HR services being delivered by Capita.

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It was also advised that Business and Commercial skills training would be delivered in house and officers were confident that relevant Heads of Service would successfully deliver this.

The Committee agreed that both Culture Change and Inward Skills Investment was positive for the Council as a more commercial entity.

The contents of the Officer's report were noted.

8 EHDC RECRUITMENT PROCEDURE

The Committee received the written report from the HR Business Partner with a recommendation to approve the updated East Hampshire District Council recruitment procedure.

In response to questions from the committee, officers advised that the update had already been adopted by HBC and if approved, this would create a unified approach across both authorities.

RESOLVED that the EHDC recruitment procedure be approved.

9 COUNCILLOR COMPETENCY FRAMEWORK

The committee considered the Councillor competency framework and its suitability for both authorities.

Officers outlined the purpose of the framework and drew specific attention to the following points:

- The purpose of the updated framework was to make it easier to implement
- Commitment statements are easier to digest and apply
- The statements were simple and direct, outlining the expected behaviours of councillors

The committee agreed with the simple, common-sense approach and were content with the framework. It was therefore

RESOLVED that the Councillor competency framework be approved.

The meeting commenced at 10.00 am and concluded at 11.35 am

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Chairman