

HAVANT BOROUGH COUNCIL

At a meeting of the Human Resources held on 23 March 2022

Present

Crellin, Howard, Linger, Patrick and Wade

1 Apologies for Absence

Apologies were received from Councillor Francis.

2 Appointment of Vice-Chair

Nominated by Councillor Howard and following a vote, it was RESOLVED that Councillor Crellin be appointed as Vice-Chairman of the Human Resources Committee to the end of the municipal year.

3 Declarations of Interest

There were no declarations of interest.

4 Pay Policy Statement

The Head of Organisational Development introduced the item, advising members that the pay award for staff had been granted at 1.75% for all staff and 2.75% for staff members on the lowest grade.
Proposed by Councillor Crellin, Seconded by Councillor Wade and following a vote, it was RESOLVED that the committee approve the Pay Policy Statement for the Council, go to Full Council for approval and note the pay award for staff.

5 Recruitment Policy

The Head of Organisational Development introduced the item to the committee. Members were pleased with policy being brought forward.
Proposed by Councillor Wade, Seconded by Councillor Patrick, following a vote it was RESOLVED that the committee approve:

- a. Recruitment Policy and
- b. Recruitment of Ex-Offenders Policy

6 Carers in the Workplace

The Head of Organisational Development introduced the item to the committee. Members were advised that there are other policies in place to capture those who are caring for a spouse or children.

Proposed by Councillor Patrick, Seconded by Councillor Linger, following a vote, it was RESOLVED that the committee APPROVE the policy for Carers in the Workplace.

7 Gender Pay Report

The Head of Organisational Development introduced the item.

Recommended by Councillor Howard and seconded by Councillor Crellin, it was RESOLVED that the committee NOTE the Gender Pay Gap Report.

8 Workstyles Policy

The Head of Organisational Development introduced the item to the committee advising that there has been a change in the way the organisation works regarding home and remote working. This policy will allow for the organisation to set out the expectations and how hybrid working be taken forward.

Proposed by Councillor Crellin, Seconded by Councillor Linger, following a vote in which 3 Councillors voted 'FOR' and 2 'AGAINST' the motion, it was RESOLVED that the committee approve the Workstyles Policy.

The meeting commenced at 5.00 pm and concluded at 5.56 pm