

## **EAST HAMPSHIRE DISTRICT COUNCIL AND HAVANT BOROUGH COUNCIL**

At a meeting of the Joint Human Resources Committee held on 3 June 2015

Present

Councillor: K Carter (Chairman)

Councillors: G Blakett (Vice-Chairman), P Buckley, T Hart, N Noble, J Onslow, D Patrick, C Satchwell and G Shimbart

### **1. Apologies for Absence**

Apologies for absence were received from Cllr I Thomas.

### **2. Chairman's Announcements**

There were no chairman's announcements.

### **3. Confirmation of Minutes**

The minutes of the meeting held on 27 March 2015 were agreed and signed as a correct record.

### **4. Organisational Development**

The committee received an introduction to the Organisational Development Programme of Work from Caroline Tickner, Service Manager Human Resources. The introduction covered the key aspects of Behaviour Change, Leadership Skills, Reward and Recognition, Culture Change and Skills Development.

The committee aired some concerns regarding staff retention, particularly in Planning Services. In reply, it was explained that Phase 2 of the Terms and Conditions Review would look at job evaluation and reward. Traditionally promotion to manager level with staff responsibility was the only way to progress, however it was appreciated that this 'hierarchal' structure did not suit everybody and that professional and technical jobs should be recognised and remunerated appropriately.

The committee emphasised the importance of a motivated workforce and welcomed the commitment for the council's to develop staff who wanted to further their career. The introduction of Annual Awards based upon performance, rather than length of service was also supported.

Councillor development was also discussed and the importance of knowing the skills sets of councillors and how they could be used to benefit their council was highlighted.

The committee RESOLVED that it be given training sessions on it's scope in light of the revised Terms of Reference and protocol and conduct at Tribunals.

**5. Appointments to the Appeals Panels**

RESOLVED that Councillors G Blackett, P Buckley, and T Hart be appointed to the Havant Borough Council Appeals Panel; and

Councillors K Carter, N Noble and J Onslow be appointed to the East Hampshire District Council Appeals Panel.

**The meeting commenced at 4.10 pm and concluded at 5.24 pm**

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**Chairman**