

EAST HAMPSHIRE DISTRICT COUNCIL

At a meeting of the Joint Human Resources Committee held on 4 July 2017

Present

Councillor: K Carter (Chairman)

Councillors: Branson, A Glass, Lenaghan, Lloyd, Perry and Wade

1. Apologies for Absence

Apologies were received from Councillors Noble, Wade and Weeks.

2. Declarations of Interest

There were no declarations of interest from any of the members present.

3. Chairman's Announcements

4. Confirmation of Minutes

The minutes of the meeting of the Committee held on 21 March 2017 were approved as a correct record.

5. Human Resources Panel

RESOLVED that the following Councillors be appointed to sit on Appeals Panels to hear appeals against dismissal and Grievances in accordance with both Councils' Constitution:

- (A) EHDC – Councillor K Carter
- (B) HBC – Councillor J Perry

6. Organisational Development Action Plan

The Committee received a report giving an overview of the Organisational Development (OD) Action Plan which had been developed taking into account the strategic aims of both Councils and the key deliverables over the next 12 months.

The Committee was particularly keen to learn about the training programme in place over the coming months, focusing on developing managers' commercial and business skills to improve organisational performance in the context of a 'self-service' environment in the lead up to the outsourcing of the HR, finance and other Council functions later in the year. Officers took on board a suggestion by members of the Committee that this new approach be embedded within the performance management framework going forward.

RESOLVED

- (1) that the content of the report be noted; and
- (2) that the Committee receives an overview of progress at its next meeting and, in particular, delivery of the Business Skills Training Programme.

7. Culture Change Programme

The Committee received a report providing an overview of the Culture Change Programme for EHDC and HBC. The Committee was advised that the Culture Change Programme was an organisational development intervention designed to generate organisational cultures which matched the future strategies of the Council.

RESOLVED that the content of the report be noted.

8. Revisions to the suite of key HR Policies and Procedures

The Committee received a report giving an overview of the revisions to the suites of key HR policies and procedures prior to the outsourcing of the HR administration and advice service to CAPITA in October 2017 for EHDC and HBC.

The Committee was reminded that the terms of reference of the Joint HR Committee enabled it to adopt the policies set out in the appendices to the report without reference to full Council.

RESOLVED that the amended policies be approved and adopted.

9. Councillor Development

The Committee received a report providing an overview of Councillor Training and Development at both HBC and EHDC, designed to support Councillors in their role and in line with the Council's adopted Councillor Development Strategy.

The Committee was pleased to note the work being done by both Councils' Councillor Development Panels to develop and promote a training programme for Councillors focusing on the training needs identified by Councillors themselves. The Committee also received an update on the work being done by the two Panels to take forward each Council's bid for Charter for Elected Member Development accreditation.

RESOLVED that the content of the report be noted.

10. Fit for Future Programme

The Committee received a brief update on the Fit for Future Programme focusing on developing business and commercial skills across both organisations, with an interactive demonstration to be given to the Committee

at its next meeting. In the meantime, a link to the Council's intranet page would be forwarded to members of the Committee for their information.

RESOLVED that the update be noted and that the Committee receives an interactive demonstration at its next meeting.

The meeting commenced at 4.00 pm and concluded at 5.17 pm