

## HAVANT BOROUGH COUNCIL

At a meeting of the Human Resources Committee held on 12 July 2023

Present

Councillors Crellin (Chairman), Briggs, Coates, Richardson and Stone (Standing Deputy)

### 27 Apologies for Absence

Apologies for absence were received from Councillor Diamond and Councillor Payter.

### 28 Declarations of Interests

There were no declarations of interest.

### 29 Minutes

**RESOLVED** that the minutes of the meeting of the Human Resources Committee held on 9 March 2023 be **APPROVED** as a correct record.

### 30 Updated Senior Management Pay Policy.

The Chief HR Officer introduced his report regarding the revised pay scales on the Senior Pay Policy following confirmation of the recommended pay award from the Joint Negotiating Committee for Chief Officers of Local Authorities.

Officers in responding to Members' questions, emphasised that the Council is committed to pay nationally agreed uplifts and these are applied when notification is received from the Joint Negotiating Committee for Chief Officers of Local Authorities.

**RESOLVED** that the Updated Senior Management Pay Policy be **NOTED**.

### 31 HR Work Plan

The Executive Head of Internal Services provided a summary of the work which had been undertaken over the previous year to secure the HR Service and advised that there are a number of policies due to have a refresh in the next year or so that would require consideration and approval by the Committee.

The Chief HR Officer gave an overview of the report, summarising key elements in the workplan that would result in improvements to HR services.

The Chairman thanked the HR Team for their hard work on the HR Work Plan to date.

In response to questions from Members, officers advised that:

- The Work Plan set out in the report was the first stage and more details would be provided for the next Committee meeting in October.
- The Payroll contract established within the 5 Councils partnership was in place until 2025. Any changes to the future of the arrangement would need to be reviewed and this was a priority for the HR Team going forward.
- The Council was not responsible for the training of Norse employees.
- The E learning platform was being reviewed and wider training was a work in progress to ensure it was more bespoke.
- Staff training was not contractual but it was mandatory and was raised with staff in the event the training is not completed.

The Executive Head of Internal Services agreed to circulate to Committee Members the All Member Briefing on the Council's IT provision which took place approximately six months ago.

**RESOLVED** that the HR Work Plan be **NOTED**.

**The meeting commenced at 5.00 pm and concluded at 5.41 pm**