

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 25 OCTOBER 2007

REPORT BY INTERIM HEAD OF PEOPLE AND ORGANISATIONAL  
DEVELOPMENT

6. PEOPLE AND ORGANISATIONAL DEVELOPMENT POLICY SCHEDULE

WARD(S) AFFECTED: None

'D' RECOMMENDATION - that the report be received.

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1.0 Purpose/Summary of Report

1.1 To set out a Review/Schedule of Human Resources (HR) Policies

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 **Promoting prosperity and well-being; providing access and opportunities**

*Enhance the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.*

2.2 The review of the Council's Equal Opportunities Policy would be of relevance.

2.3 **Fit for purpose, services fit for you**

*Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.*

2.4 The review of the Training Policy and the Performance Review and Development Scheme is relevant to the development of a well managed organisation.

3.0 Background

3.1 The HR service has developed a raft of policies over the past 12 months. There is still much work to be completed for full implementation of those policies and it is therefore important to

prioritise the policy development work to be undertaken in the next 12 months.

3.2 The introduction of new employment legislation is a key driver for HR policy development. Attached at Appendix B6 (pages 6.6 – 6.13) is the Employment Legislation Update report to the East of England Regional Assembly dated 25 September 2007. Most of these legislative changes have already been reflected in new or revised HR policies for EHC. Other areas do not particularly apply to staff in this Council, for example the Education (School Teacher Performance Management) Regulations 2006 are clearly not relevant to a district council. Forthcoming legislation indicates that the areas of maternity/paternity provisions and pensions will continue to be a key area of focus.

#### 4.0 Report

4.1 See Appendix A6 (pages 6.4 – 6.5) for proposed schedule of HR policies to be developed or reviewed in the next 12 months.

#### 5.0 Consultation

5.1 Consultation will take place with the Heads of Service on 29<sup>th</sup> October 2007.

#### 6.0 Legal Implications

6.1 Policy development has to keep pace with legislative change.

#### 7.0 Financial Implications

7.1 There may be some financial implications arising from some policy changes. These will be assessed as policies are developed.

#### 8.0 Human Resource Implications

8.1 Council is seeking to be an employer of choice and effective HR policies are important to this objective.

#### 9.0 Risk Management Implications

9.1 Failure to develop policies that keep pace with legislative change could lead to a risk of claims at the Employment Tribunal.

## Background Papers

None

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