

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 11 DECEMBER 2007

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

7(A) HUMAN RESOURCE BUSINESS CONTINUITY POLICY FOR ACTION IN THE OCCURRENCE OF A FLU PANDEMIC

WARD(S) AFFECTED: None

RECOMMENDATION – that the Local Joint Panel recommends approval of the attached policy.

1.0 Purpose/Summary of Report

1.1 Put into place policy and process in accordance with legislation and regulatory good practice and guidelines.

2.0 Contribution to the Council's Corporate Priorities/Objectives

Fit for purpose, services fit for you

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

By complying with employment legislation would ensure the council is fit for purpose .

3.0 Background

3.1 This policy has been drawn up in co-operation with other Local Authorities in Hertfordshire in order to provide consistency. It has been approved by Unison at County and altered where necessary to ensure compliance with East Herts practice and policies.

4.0 Report

4.1 See Appendix A (pages 7.3 – 7. 12) for full content of report.

5.0 Consultation

5.1 Consultation has taken place with UNISON and where relevant comments have been amended.

6.0 Legal Implications

6.1 Policy development has to keep pace with legislative change.

7.0 Financial Implications

7.1 None

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 keep pace with legislative change could lead to risk of claims at the Employment Tribunal.

Background Papers

Contact Member: Councillor Duncan Peek – Chairman of Human Resources Committee

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