



*Mike Rowan
Head of Legal and
Democratic Services*

MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 6 JULY 2016
TIME : 3.00 PM

PLEASE NOTE TIME AND VENUE

MEMBERS OF THE COMMITTEE

Councillor C Woodward (Chairman)
Councillors P Ballam, S Bull, S Cousins, J Goodeve, P Ruffles and
M Stevenson

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DISCLOSABLE PECUNIARY INTERESTS

1. A Member, present at a meeting of the Authority, or any committee, sub-committee, joint committee or joint sub-committee of the Authority, with a Disclosable Pecuniary Interest (DPI) in any matter to be considered or being considered at a meeting:
 - must not participate in any discussion of the matter at the meeting;
 - must not participate in any vote taken on the matter at the meeting;
 - must disclose the interest to the meeting, whether registered or not, subject to the provisions of section 32 of the Localism Act 2011;
 - if the interest is not registered and is not the subject of a pending notification, must notify the Monitoring Officer of the interest within 28 days;
 - must leave the room while any discussion or voting takes place.

2. A DPI is an interest of a Member or their partner (which means spouse or civil partner, a person with whom they are living as husband or wife, or a person with whom they are living as if they were civil partners) within the descriptions as defined in the Localism Act 2011.

3. The Authority may grant a Member dispensation, but only in limited circumstances, to enable him/her to participate and vote on a matter in which they have a DPI.

4. It is a criminal offence to:

- fail to disclose a disclosable pecuniary interest at a meeting if it is not on the register;
- fail to notify the Monitoring Officer, within 28 days, of a DPI that is not on the register that a Member disclosed to a meeting;
- participate in any discussion or vote on a matter in which a Member has a DPI;
- knowingly or recklessly provide information that is false or misleading in notifying the Monitoring Officer of a DPI or in disclosing such interest to a meeting.

(Note: The criminal penalties available to a court are to impose a fine not exceeding level 5 on the standard scale and disqualification from being a councillor for up to 5 years.)

Audio/Visual Recording of meetings

Everyone is welcome to record meetings of the Council and its Committees using whatever, non-disruptive, methods you think are suitable, which may include social media of any kind, such as tweeting, blogging or Facebook. However, oral reporting or commentary is prohibited. If you have any questions about this please contact Democratic Services (members of the press should contact the Press Office). Please note that the Chairman of the meeting has the discretion to halt any recording for a number of reasons, including disruption caused by the filming or the nature of the business being conducted. Anyone filming a meeting should focus only on those actively participating and be sensitive to the rights of minors, vulnerable adults and those members of the public who have not consented to being filmed.

AGENDA

1. Appointment of Vice Chairman

2. Terms of Reference (Pages 7 - 8)

To note the Terms of Reference for Human Resources Committee

3. Apologies

To receive apologies for absence.

4. Minutes (Pages 9 - 12)

To receive the Minutes of the meeting held on 20 April 2016

5. Declarations of Interest

To receive any Member's Declaration of Interest.

6. Chairman's Announcements

7. Organisational Development Strategy Update (Pages 13 - 28)

8. Performance Development Review - New Scheme (Pages 29 - 76)

9. Turnover Report: April 2015 - March 2016 (Pages 77 - 100)

10. Sickness and Absence Report : April 2015 - March 2016 (Pages 101 - 118)

11. Human Resources Management Statistics - Quarterly Report April - June 2016 (Pages 119 - 130)

12. Learning and Development 2015/16 (Pages 131 - 150)

13. Local Joint Panel - Minutes of the meeting: 8 June 2016 (Pages 151 - 154)

Members are asked to bring with them their agendas for the Local Joint Panel meeting held on 8 June 2016.

To consider the recommendation on the matter below:

(A) Absence Management Policy

Minute 1 refers

14. Urgent Business

To consider such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration and is not likely to involve the disclosure of exempt information.