



James Ellis
Head of Legal and Democratic
Services

MEETING : HUMAN RESOURCES COMMITTEE
VENUE : ONLINE MEETING - LIVESTREAMED
DATE : THURSDAY 5 NOVEMBER 2020
TIME : 7.00 PM

PLEASE NOTE TIME

MEMBERS OF THE COMMITTEE

Councillor R Bolton (Chairman)
Councillors A Alder, S Bull, J Dumont, M McMullen, S Newton and
P Ruffles (Vice-Chairman)

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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.)

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<https://www.youtube.com/user/EastHertsDistrict/live>

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<https://www.eastherts.gov.uk/article/35542/PoliticalStructure> for details.

AGENDA

1. Apologies

To receive apologies for absence.

2. Minutes - 5 August 2020 (Pages 7 - 24)

To receive the Minutes of the meeting held on 5 August 2020.

3. Chairman's Announcements

4. Declarations of Interest

To receive any Member's Declaration of Interest.

5. Safety Committee Minutes - 3 August 2020 (Pages 25 - 30)

To receive the Minutes of the Health and Safety Committee held on 3 August 2020.

6. Health and Safety Quarterly Statistics/Updates (Quarter Two) (Pages 31 - 44)

7. Human Resources Quarterly Statistics (Quarter Two) (Pages 45 - 56)

8. Annual Staff Equalities Report (Pages 57 - 100)

9. Human Resources and Payroll Team Update (Pages 101 - 118)

10. 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.