



James Ellis
Head of Legal and Democratic Services

MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 24 NOVEMBER 2021
TIME : 7.00 PM

PLEASE NOTE TIME AND VENUE

MEMBERS OF THE COMMITTEE

Councillor R Bolton (Chairman)

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

Substitutes

Conservative Group: Councillors R Buckmaster, A Curtis and
A Ward-Booth

Liberal Democrat Group: Councillor M Goldspink

*(Note: Substitution arrangements must be notified by the absent Member
to Democratic Services 24 hours before the meeting)*

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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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AGENDA

1. Apologies

To receive apologies for absence.

2. Minutes - 15 September 2021 (Pages 7 - 16)

To approve as a correct record the Minutes of the meeting held on 15 September 2021.

3. Declarations of Interest

To receive any Member's Declaration of Interest.

4. Chairman's Announcements

5. Health and Safety Committee Minutes - 2 November 2021 (Pages 17 - 28)

To receive the Minutes of the Health and Safety Committee held on 2 November 2021.

6. Local Joint Panel - Minutes of the meeting held on 2 November 2021 (Pages 29 - 32)

Members are asked to bring with them their copy of the agenda of the Local Joint Panel meeting held on 2 November 2021.

To consider the recommendations on the matters below:

(A) Draft Domestic Abuse Policy

Agenda Item 8 refers

7. Health and Safety Quarterly Review (Q2) – July 2021 – September 2021
(Pages 33 - 48)
8. Domestic Abuse Policy (Pages 49 - 66)
9. Human Resources Management Statistics for Quarter 2 (July - September 2021) (Pages 67 - 78)
10. Human Resources and Organisational Development Strategy 2021 to 2025 (Pages 79 - 104)
11. Human Resources and Payroll Team Update (Pages 105 - 132)
12. 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.