

MINUTES OF A MEETING OF THE
LOCAL JOINT PANEL HELD IN THE COUNCIL
CHAMBER, WALLFIELDS, HERTFORD ON
WEDNESDAY 30 OCTOBER 2024, AT 12.00 PM

PRESENT: **Employer's Side**

Councillors A Daar, J Dumont and D Hollebon

Staff Side (UNISON)

Jackie Bruce (Chair)
S Forde, H Marsh and N Munroe

OFFICERS IN ATTENDANCE:

Michele Aves	- Committee Support Officer
Katie Mogan	- Democratic and Electoral Services Manager
Alex Wanless	- Service Manager (Human Resources and Organisational Development)

202 APOLOGIES

There were apologies for absence from Councillor Eric Buckmaster and Jordan Morris. It was noted that Nicola Munroe was substituting for Jordan Morris.

203 MINUTES - 31 JULY 2024

It was moved by Councillor Dumont and seconded by Councillor Daar that the minutes of the meeting of the Local Joint Panel held on 31 July 2024 be confirmed as a

correct record and signed by the Chair. After being put to the meeting and a vote taken, the motion was declared CARRIED.

RESOLVED – that the minutes of the meeting held on 31 July 2024 be confirmed as a correct record and signed by the Chair.

204 CHAIR'S ANNOUNCEMENTS

The Chair welcomed all to the meeting and asked that all participants used their microphones when speaking so they could be heard.

205 DECLARATIONS OF INTEREST

There were no declarations of interest.

206 REPORTS BY SECRETARY TO THE EMPLOYER'S SIDE

206 BULLYING AND HARASSMENT POLICY UPDATE

The Human Resources and Organisational Development Manager introduced the report. He said that the update to the Bullying and Harassment Policy was in response to statutory changes.

The Chair circulated two copies of the updated policy to the Panel, on which Unison representatives had made further comments and suggested further amendments. She said that the amendments were both grammatical and legislative, and included the naming of the protective characteristics.

The Chair said that with the agreement of the Panel she proposed that a redraft of the policy (to show all of the Unison comments and amendments with tracked changes) be circulated to Members outside of the

meeting. She said that this would enable them to give the policy their attention without the time constraints of the meeting and allow them to add their own comments/ suggested amendments on one document.

The Chair said that the final version of the policy would then be emailed to the Panel for their oversight and recommended for approval by the Human Resources Committee at their meeting on 20 November 2024.

The Chair said that moving forward her intention was that future policies to be drafted by officers, and a workshop set up to enable officers and union members to formulate any proposed changes prior to them coming before the Panel.

The Panel agreed with this approach.

Councillor Daar said that it was sensible to update the terminology within the policy.

Councillor Dumont agreed, noting that there was nothing unreasonable within the amended policy.

The Human Resources and Organisational Development Manager said he did not disagree with any of the comments received from the Panel.

It was moved by Sharon Forde and seconded by Councillor Dumont, that the recommendations, as detailed, be approved. After being put to the meeting and a vote taken, this motion was declared CARRIED.

RESOLVED – that (A) delegation be given to the Chair to circulate the amended policy to the Panel for their comments, and the final version of the updated Bullying and Harassment Policy be recommended to the Human Resources Committee for approval.

(B) that the action plan be recommended to the Human Resources Committee for approval.

207 REPORTS BY SECRETARY TO THE STAFF SIDE

There were no reports from the Staff Side.

208 URGENT BUSINESS

There were no urgent items.

The meeting closed at 12.20 pm

Chairman
Date