

NOTICE OF MEETING

Meeting: HR COMMITTEE

Date and Time: TUESDAY, 23 NOVEMBER 2021, AT 10.00 AM*

Place: COUNCIL CHAMBER - APPLETREE COURT, BEAULIEU ROAD, LYNDHURST, SO43 7PA

Enquiries to: Email: matt.wisdom@nfdc.gov.uk
Tel: 023 8028 5072

PUBLIC PARTICIPATION:

Members of the public may watch this meeting live on the [Council's website](#).

*Members of the public may speak in accordance with the Council's public participation scheme:

- (a) immediately before the meeting starts, on items within the HR Committee's terms of reference which are not on the public agenda; and/or
- (b) on individual items on the public agenda, when the Chairman calls that item. Speeches may not exceed three minutes.

Anyone wishing to speak should contact the name and number shown above no later than 12.00 noon on Thursday, 18 November 2021.

Colin Read
Interim Chief Executive

Appletree Court, Lyndhurst, Hampshire. SO43 7PA
www.newforest.gov.uk

This Agenda is also available on audio tape, in Braille, large print and digital format

AGENDA

Apologies

1. MINUTES

To confirm the minutes of the meeting held on 16 September 2021 as a correct record.

2. DECLARATIONS OF INTEREST

To note any declarations of interest made by members in connection with an agenda item. The nature of the interest must also be specified.

Members are asked to discuss any possible interests with Democratic Services

prior to the meeting.

3. PUBLIC PARTICIPATION

To note any issues raised during the public participation period.

4. HR UPDATE REPORT (Pages 3 - 6)

To receive an update on HR matters since the last HR Committee meeting.

5. MINUTES OF THE EMPLOYEE SIDE LIAISON PANEL (Pages 7 - 10)

To receive the minutes of the Employee Side Liaison Panel held on 5 November 2021.

6. PAY POLICY STATEMENT 2022/23 (Pages 11 - 20)

To consider the proposed Pay Policy Statement for 2022/23.

7. CHANGE TO LOCAL TERMS AND CONDITIONS - SICKNESS ENTITLEMENT AND CONTINUOUS SERVICE (Pages 21 - 22)

To consider a proposal to recognise continuous service when calculating sickness entitlement for employees.

8. APPRENTICE PAY UPDATE REPORT (Pages 23 - 26)

To consider a proposed increase in apprentice pay.

9. DOMESTIC ABUSE SUPPORTING EMPLOYEES POLICY (Pages 27 - 58)

To consider a proposed policy and guidance notes.

10. SAFETY PANELS REVIEW REPORT (Pages 59 - 72)

To consider the outcome of the review on the arrangements for consultation with employees on Health, Safety and Welfare matters.

11. QUARTERLY HEALTH AND SAFETY REPORT (Pages 73 - 82)

To consider an update on the health, safety and welfare work across the Council from July to September 2021.

12. ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT

To:

Councillors

Edward Heron (Chairman)
Hilary Brand
Keith Craze
Kate Crisell

Councillors

Michael Harris
Maureen Holding
Mahmoud Kangarani