

NOTICE OF MEETING

Meeting: HR COMMITTEE

Date and Time: THURSDAY, 11 JANUARY 2024, AT 10.00 AM

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

Enquiries to: Email: andy.rogers@nfdc.gov.uk
Tel: 023 8028 5070

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) on items within the HR Committee's terms of reference which are not on the public agenda, when the Chairman calls the public participation item; 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 Monday, 8 January 2024.

Kate Ryan
Chief Executive

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

This agenda can be viewed online (<https://democracy.newforest.gov.uk>).

It can also be made available on audio tape, in Braille and large print.

AGENDA

Apologies

1. MINUTES

To confirm the minutes of the meeting held on 14 September 2023 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 receive any public participation in accordance with the Council's public participation scheme.

4. HR UPDATE REPORT (Pages 3 - 6)

To receive an update on the activities of the HR service since the last HR Committee meeting, including the reactive caseload, and issues relating to job evaluations, restructuring advice, grievances, disciplinaries and sickness absence matters.

5. PAY POLICY STATEMENT 2024/25 (Pages 7 - 18)

To consider a proposed Pay Policy Statement for 2024/25.

6. GENDER PAY GAP REPORT (Pages 19 - 26)

To receive the Gender Pay Gap Update.

7. BULLYING AND HARASSMENT POLICY (Pages 27 - 56)

To consider a proposed Bullying and Harassment Policy.

8. QUARTERLY HEALTH AND SAFETY REPORT (Pages 57 - 82)

To receive the Quarterly Health and Safety Report.

9. ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT

To:

Councillors

Jill Cleary (Chairman)
Steve Davies (Vice-Chairman)
Mark Clark
Keith Craze
Kate Crisell

Councillors

Sean Cullen
Jeremy Heron
Colm McCarthy
Joe Reilly