

NOTICE OF MEETING

Meeting: HR COMMITTEE

Date and Time: THURSDAY, 9 JANUARY 2025, AT 10.00 AM

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

Enquiries to: Email: andy.rogers@nfdc.gov.uk
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PUBLIC INFORMATION:

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.

Members of the public are welcome to attend this meeting. The seating capacity of our Council Chamber public gallery is limited under fire regulations to 22.

Members of the public can watch this meeting live, or the subsequent recording, on the [Council's website](#). Live-streaming and recording of meetings is not a statutory requirement and whilst every endeavour will be made to broadcast our meetings, this cannot be guaranteed. Recordings remain available to view for a minimum of 12 months.

PUBLIC PARTICIPATION:

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; 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 attend the meeting, or speak in accordance with the Council's public participation scheme, should contact the name and number shown above no later than 12.00 noon on Monday, 6 January 2025.

Kate Ryan
Chief Executive

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

AGENDA

Apologies

1. MINUTES

To confirm the minutes of the meeting held on 5 September 2024 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 (Pages 3 - 8)

To receive the HR Update.

5. PAY POLICY STATEMENT (Pages 9 - 22)

To consider the Pay Policy Statement.

6. SHORT AND LONG TERM SICKNESS POLICIES (Pages 23 - 76)

To consider revised short term and long term sickness policies updated to ensure compliance with best practice and legal considerations in relation to equality matters, including disability and pregnancy.

7. GENDER PAY GAP (Pages 77 - 88)

To receive Gender Pay Gap data for the period ending 31 March 2024.

8. EMPLOYEE WORKFORCE REPORT (Pages 89 - 132)

To receive the Employee Workforce report, which provides an overview of key workforce data from 2023/24 including the relevant trends in the Councils workforce priorities and initiatives in place to support employees over the past 12 months.

9. PEOPLE STRATEGY (Pages 133 - 142)

To receive a presentation outlining the development of the People Strategy.

10. QUARTERLY HEALTH AND SAFETY REPORT (Pages 143 - 270)

To receive the Quarterly Health and Safety report.

11. WORK PROGRAMME (Pages 271 - 274)

To note the Committee's Work Programme.

12. ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT

To:

Councillors

Jill Cleary (Chairman)
Steve Davies (Vice-Chairman)
Mark Clark
Kate Crisell
Sean Cullen

Councillors

Jeremy Heron
Colm McCarthy
Alan O'Sullivan
Joe Reilly