

NOTICE OF MEETING

Meeting: HR COMMITTEE

Date and Time: THURSDAY, 19 JUNE 2025, AT 10.00 AM

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

Enquiries to: Email: lee.ellis@nfdc.gov.uk
Tel: 023 8028 5719

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, 16 June 2025.

Kate Ryan
Chief Executive

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

AGENDA

1. MINUTES

To confirm the minutes of the meeting held on 13 March and 12 May 2025 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 - 46)

To receive an update on the progress of the HR Service.

5. BEHAVIOURS FRAMEWORK (Pages 47 - 54)

To receive the Behaviours Framework Report.

6. ANNUAL REVIEW OF MARKET SUPPLEMENT PAYMENTS REPORT (Pages 55 - 58)

To receive an update on the current position with market supplements across the Council.

7. HEALTH AND WELLBEING ATTENDANCE MANAGEMENT 2024 - 2025 (Pages 59 - 70)

To receive a summary of the Council's sickness absence rate in the previous 12 months and actions taken to manage attendance.

8. CORPORATE HEALTH AND SAFETY QUARTER 1 REPORT (Pages 71 - 104)

To receive the Corporate Health and Safety Quarter 1 Report.

9. WORK PROGRAMME (Pages 105 - 106)

To note the Committee's Work Programme.

10. 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