

# NOTICE OF MEETING

**Meeting:** HR COMMITTEE

**Date and Time:** THURSDAY, 12 MARCH 2026, AT 10.00 AM

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

**Enquiries to:** Email: [lee.ellis@nfdc.gov.uk](mailto: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, 9 March 2026.

**Kate Ryan**  
Chief Executive

Appletree Court, Lyndhurst, Hampshire. SO43 7PA  
[www.newforest.gov.uk](http://www.newforest.gov.uk)

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# AGENDA

## Apologies

### 1. MINUTES

To confirm the minutes of the meeting held on 8 January 2026 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 - 8)

To receive the HR Update Report.

### 5. GROWTH AND GOALS FEEDBACK (Pages 9 - 18)

To receive a presentation on the Growth and Goals feedback.

### 6. HR POLICY CHANGES REQUIRED IN APRIL 2026 AS A RESULT OF THE EMPLOYMENT RIGHTS ACT 2025 (Pages 19 - 88)

To agree the HR Policy changes required in April 2026, as a result of the Employment Rights Act 2025.

### 7. QUARTERLY HEALTH AND SAFETY REPORT (Pages 89 - 158)

To receive the Quarterly Health and Safety Report.

### 8. WORK PROGRAMME (Pages 159 - 160)

To note the Committee's Work Programme.

### 9. 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