














**HUMAN RESOURCES STRATEGIC FORUM****SUGGESTED DISCUSSION TOPICS**

 <b>Employment Law</b>
 The Equality Bill - Consolidates and simplifies existing discrimination legislation into a single bill and a look at what is included.
 Safeguarding Vulnerable Groups Act. The new vetting and barring system for people banned from working with children and vulnerable adults. Employers will be able to make checks on line, there will be fines of up to £5,000 for employers that breach this or fail to make the relevant checks.
 The Employment Retention Bill – If passed , will create a statutory right to an employment retention assessment to determine whether newly disabled people and people whose existing impairments change are entitled to a period of rehabilitation leave.
 Work & Families Act - An extension to Maternity Rights. The Act proposes an extension of paid maternity and adoption leave to 12 months some of which will probably be transferable to the partner.
<b>Learning and Development</b>
 Member Development – a brief history of member development over recent years, what is working? , what could be improved? and ideas to do that.
 Delivering more for less – The HR perspective, As staff budgets/ training budgets/benefits are reduced how can we keep staff delivering efficient services?
 Right to Request Training - consultation on new employment legislation that will work in a similar way to the right to request flexible working and what might be the implications of this for NHDC.
<b>Employee Relations</b>
 Social Networking – December Discussion paper
 Flu Pandemic – HR issues in dealing with a pandemic such as recording and monitoring absence and amending policy to deal with the special circumstances.

## Resourcing

 Recruitment in the Recession - How the economic climate is effecting turnover and recruitment and how we are responding.

 Apprenticeships – The social and business case for employing more young people aged 16 onwards and what progress has been made.

 Turnover – Looking at current turnover rates and council targets and the impacts of high turnover or turnover falling too low.