













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

 <b>Employment Law</b>
 The Equality Bill - Equality Act 2010: What does it mean for local authorities as employers? <p>On 8 April 2010 the Equality Bill received Royal Assent and became the Equality Act (the Act). Most of the Act will come into force on 1 October 2010. However the new public sector equality duties (see the gender pay gap and social and economic inequality sections below) and the combined discrimination provisions are not expected to come into force until April 2011.</p>
The Fit Note - How are the new fit to work notes that replaced the traditional sick notes working in practice?
 The Employment Tribunal – Are cases rising? What are the compensation levels? What are we doing to deter ET cases?
 Time off for Training <p>New employment law what is it and how will this work in practice?</p>
 Removal of Default Retirement Age – Implications for Succession Planning – <p>Act effective 1.10.2011 but in practice means employer cannot give notice of compulsory retirement at default retirement age after 6.4.2011.</p>
<b>Learning and Development</b>
 Managing change in the age of austerity. – are traditional change management skills going to be good enough?
 Managing in an Uncertain Environment, New training under development what is it and how might it help?
 Creative Career Development. Opportunities are declining, what other options are there and what are we doing?
<b>Employee Relations</b>
 Managing Long Term Absence - What can be done when people are seriously ill, what are the process behind managing long term sick leave? 

## Resourcing

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

 New ways of providing an HR service. Can we improve processes and change the way we do things to get more out of limited HR resources?