*PART 1 – PUBLIC DOCUMENT	AGENDA ITEM No.
	9

HUMAN RESOURCES STRATEGIC FORUM

SUGGESTED DISCUSSION TOPICS

☸ **Employment Law**
☸ How has the employment law picture changed since the new government? A look at what was stopped what was supported and what is new.
☸ Employment Tribunals (ET) are said to be "failing" employers and staff. Meant to offer claimants and companies informal, quick and cost-effective judgments, the employment tribunal system is instead failing both businesses and individuals the CBI has claimed. So want next for ET reforms?
☸ The Government has published guidance on the scope of the Agency Workers Regulations (AWR) 2010 Under the AWR, agency workers will have the same basic working and employment conditions as permanent staff what will this mean for us?
Learning and Development
☸ Creative career development – with flatter organisational structures, combined roles and reducing workforces, approaches to career development need to change
☸ Investors in People – What are the real benefits of IIP and what is the value of continuing as an Investor in People?
Employee Relations
☸ The changing Organisation – What can we expect of a workforce that is becoming more transient, with more outsourced and shared services and different access to services?
Resourcing
☸ The impact of the Olympics on staff and resources – What can we expect in terms of increased requests for leave or for staff to volunteer and what arrangements do we need to put in place to respond to this.
☸ 21% of the Council's staff are aged 55 years old and over - Over one in five of our staff may retire over the next 10 years or more, despite the removal of a default retirement age, what does that mean for us?

👥 Job Evaluation What scheme is used by the council and how does the process work?
👥 Apprenticeships – The social and business case for employing more young people aged 16 onwards and what progress has been made?
👥 The national labour market in 2011. What does the national labour market look like at present how will this be likely to impact on NHDC?