

13 March 2015

Our ref: SJG/JSCC Mar15
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To: The Members of the Joint Staff Consultative Committee:

Councillors: Mrs A.G. Ashley (Chairman), Judi Billing, Fiona Hill, Bernard Lovewell and Mrs. Lynda Needham.

(Substitutes: Councillors Jim McNally, Frank Radcliffe and Michael Weeks).

UNISON: Dee Levett, Sharon Forde.

Staff Consultation Forum: Christina Corr, Chris Carter.

You are invited to attend a meeting of the

**JOINT STAFF CONSULTATIVE COMMITTEE
and
THE HUMAN RESOURCES STRATEGIC FORUM**

to be held in

**COMMITTEE ROOM 1,
COUNCIL OFFICES, GERNON ROAD,
LETCWORTH GARDEN CITY**

on

WEDNESDAY, 25 MARCH 2015

at

3.00 p.m.

Yours sincerely,



DEMOCRATIC SERVICES MANAGER

AGENDA
PART I

ITEM	PAGE
1. APOLOGIES FOR ABSENCE To note the apologies tendered from any members of the Committee unable to attend this meeting.	-
2. MINUTES To take as read and approve as a true record the Minutes of the meeting of the Joint Staff Consultative Committee and the Human Resources Strategic Forum held on 17 December 2014.	-
3. NOTIFICATION OF OTHER BUSINESS Members should notify the Chairman of other business which they wish to be discussed by the Committee at the end of the business set out in the agenda. They must state the circumstances which they consider justify the business being considered as a matter of urgency. The Chairman will decide whether the item(s) raised will be considered.	-
4. CHAIRMAN'S ANNOUNCEMENTS Members are reminded that any declarations of interest in respect of any business set out in the agenda, should be declared as either a Disclosable Pecuniary interest or Declarable Interest and are required to notify the Chairman of the nature of any interest declared at the commencement of the relevant item on the agenda. Members declaring a Disclosable Pecuniary Interest must withdraw from the meeting for the duration of the item. Members declaring a Declarable Interest which requires they leave the room under Paragraph 7.4 of the Code of Conduct, can speak on the item but must leave the room before the debate and vote.	-
5. STAFF CONSULTATION FORUM <i>To receive the Minutes of the meetings of the Staff Consultation Forum held on 7 January, 4 February and Draft Minutes of 4 March 2015.</i>	1
6. PEOPLE STRATEGY UPDATE REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER <i>To update the Joint Staff Consultative Committee on the progress made in the last quarter on the People Strategy 2011-2015 which also incorporates the Council's Work Plan.</i>	15

7. **NATIONAL PAY BARGAINING 2014 AND PENSIONS** 31
INFORMATION NOTE OF THE CORPORATE HUMAN
RESOURCES MANAGER
*This is a routine update to cover the latest position on national pay
bargaining and pension changes.*
8. **RETENTION AND EQUALITIES UPDATE** 33
INFORMATION NOTE OF THE COPRPORATE HUMAN
RESOURCES MANAGER
*This is a routine update to cover the latest position on turnover and staff
retention and staff equalities data.*
- HUMAN RESOURCES STRATEGIC FORUM**
9. **SHARED PARENTAL LEAVE** 45
DISCUSSION PAPER
*The Corporate Human Resources Manager will update the Committee
on Shared Parental Leave. This will lead to general Committee
discussion.*
10. **SUGGESTED DISCUSSION TOPICS** 47
*A comprehensive list of discussion topics from which to choose the
subjects for future Committee debates.*

The date of the next meeting of the Joint Staff Consultative Committee and
the Human Resources Strategic Forum is **24 June 2015**.

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