

16 September 2016

Our ref: SJG/JSCC Sep16
Contact: Susanne Gow
Tel: 01462 474648
E-Mail: susanne.gow@north-herts.gov.uk

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 John Bishop, Ian Albert and Michael Weeks).

UNISON: Dee Levett, David Carr, Debbie Ealand, Keith Fitzpatrick-Matthews.

Staff Consultation Forum: Christina Corr, Claire Morgan.

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, GERON ROAD,
LETCWORTH GARDEN CITY**

on

WEDNESDAY, 28 SEPTEMBER 2016

at

3.00 p.m.

Yours sincerely,



David Miley
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 6 July 2016 .	-
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.	-
JOINT STAFF CONSULTATIVE COMMITTEE	
5. STAFF CONSULTATION FORUM <i>To receive the Minutes of the meetings of the Staff Consultation Forums held on 6 July, 3 August and the Draft Minutes of 7 September 2016.</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 2015 - 2020 which covers the Workforce Development needs.</i>	11

7. **INFORMATION NOTE: A ROUND UP OF CURRENT GOVERNMENT CONSULTATIONS AND UPDATE ON PAY SCALES** 25
INFORMATION NOTE OF THE CORPORATE HUMAN RESOURCES MANAGER
A round up of current Government consultations and an update on NJC pay scales.
- HUMAN RESOURCES STRATEGIC FORUM**
8. **STRATEGIC DISCUSSION PAPER ON FACING THE CHALLENGE – LEARNING AND DEVELOPMENT TO PROMOTE WELLBEING AND RESILIENCE** 29
The Committee will be updated on this topic and this will lead to general Committee discussion
9. **SUGGESTED DISCUSSION TOPICS** 33
A comprehensive list of discussion topics from which to choose the subjects for future Committee debate.

The date of the next meeting of the Joint Staff Consultative Committee and the Human Resources Strategic Forum is **Wednesday 21 December 2016**.

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