

24 March 2017

Our ref: AM/JSCC Apr17  
Contact: Amelia McInally  
Tel: 01462 474514  
E-Mail: amelia.mcinally@north-herts.gov.uk

To: The Members of the Joint Staff Consultative Committee:

Councillors: Fiona Hill, Bernard Lovewell, Mrs. Lynda Needham and Martin Stears-Handscomb + 1 vacancy.

(Substitutes: Councillors Ian Albert, John Bishop 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

**\*TOWN LODGE MEETING ROOM 1, GERNON ROAD,  
LETCWORTH GARDEN CITY**

on

**WEDNESDAY, 5 APRIL 2017**

at

**3.00 p.m.**

**[ \*PLEASE NOTE VENUE FOR THE MEETING ]**

Yours sincerely,



David Miley  
DEMOCRATIC SERVICES MANAGER

**AGENDA**  
**PART I**

<b>ITEM</b>	<b>PAGE</b>
<b>1. ELECTION OF CHAIRMAN</b> To elect a Chairman for the meeting.	-
<b>2. APOLOGIES FOR ABSENCE</b> To note the apologies tendered from any members of the Committee unable to attend this meeting.	-
<b>3. MINUTES</b> 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 21 December 2016.	-
<b>4. NOTIFICATION OF OTHER BUSINESS</b> 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.	-
<b>5. CHAIRMAN'S ANNOUNCEMENTS</b> 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.	-
<b>JOINT STAFF CONSULTATIVE COMMITTEE</b>	
<b>6. STAFF CONSULTATION FORUM</b>  To receive the Minutes of the meetings of the Staff Consultation Forums held on 4 January 2017, 1 February 2017 and the Draft Minutes of 1 March 2017.	<b>1</b>
<b>7. PEOPLE STRATEGY UPDATE</b> <b>REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER</b>  To update the Committee on the progress made in the last quarter on the People Strategy 2015 – 2020.	<b>9</b>

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<p><b>8. INFORMATION NOTE – INVESTORS IN PEOPLE (IIP) UPDATE AND REVIEW OF ORGANISATIONAL VALUES</b>  INFORMATION NOTE OF THE LEARNING AND EMPLOYEE ENGAGEMENT MANAGER</p> <p>To receive an update regarding IIP assessment and highlight areas where the approach of NHDC can be developed.</p>	25
<p><b>9. INFORMATION NOTE – MANAGEMENT AND STAFF COMPETENCIES</b>  INFORMATION NOTE OF THE LEARNING AND EMPLOYEE ENGAGEMENT MANAGER</p> <p>To keep the Committee apprised of the management and staff competencies.</p>	29
<p><b>10. INFORMATION NOTE - EQUALITIES DATA 2016</b>  INFORMATION NOTE OF THE SENIOR HR AND CONTRACTS MANAGER</p> <p>To receive an overview of the recently published equalities data regarding the Council's workforce profile in 2016.</p> <p><b>HUMAN RESOURCES STRATEGIC FORUM</b></p>	43
<p><b>11. DISCUSSION PAPER - OBESITY AS A DISABILITY AND POTENTIAL CHANGES IN DISABILITY LAWS</b></p> <p>To receive a discussion paper on obesity as a disability and potential changes in disability laws</p>	71
<p><b>12. SUGGESTED DISCUSSION TOPICS</b></p> <p>To consider a list of discussion topics from which to choose the subjects for future Committee debate.</p>	75

**Future Meetings**

**The dates for the meetings of the Joint Staff Consultative Committee and the Human Resources Strategic Forum to be held in the 2017/18 Civic Year (all at 3.00pm in Town Lodge Meeting Room 1) are as follows:**

- Wednesday, 28 June 2017**
- Wednesday, 27 September 2017**
- Wednesday, 20 December 2017**
- Wednesday, 28 March 2018**

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