

## **HR POLICY COMMITTEE**

Minutes of a Meeting of the HR Policy Committee held in the Luttrell Room - County Hall, Taunton, on Monday, 16 January 2017 at 2.00 pm

**Present:** Cllr A Groskop (Chairman), Cllr J Bailey, Cllr A Bown, Cllr Coles and Cllr J Hunt

**Other Members present:** Cllr L Vijeh

**Apologies for absence:** Cllr H Siggs

### **145 Declarations of Interest - Agenda Item 2**

At Item 6 all members present declared an interest as candidates for the 2017 County Council elections.

### **146 Minutes from the previous meeting - Agenda Item 3**

The Committee confirmed the minutes as a correct record.

Councillor Bailey raised the issue of when the issue of implementation of policies is coming back to HR Policy Committee. Chris Squire confirmed that the process of looking at current policies would start in the new financial year. He is working with NHS colleagues to develop a single suite of policies across both organisations. Councillor Coles asked that policies need to be put on a cycle to be regularly reviewed.

The Chairman raised the issues of County Hall Parking and Officer Appeals Committee which were discussed at the last meeting and were due to be agenda items again at this meeting however there is still more work and consultation required before they can come back to HR Policy Committee.

### **147 Public Question Time - Agenda Item 4**

There were no members of the public present.

### **148 Workforce Equalities Report 2016 - Agenda Item 5**

The committee discussed the Workforce Equalities report and they liked the case studies and they were pleased to see the number of disabled applicants.

Officers explained that the Council has a Statutory duty to report annually on Equalities data. Members were encouraged to talk to families, friends and constituents about the opportunities available here at SCC.

In discussion regarding apprenticeships, officers confirmed that an apprenticeship co-ordinator has been appointed. Ideally officers would hope that apprentices could fill a vacant post at the end of their apprenticeships but this won't always be possible. Officers are also looking into rotation apprenticeships with the NHS/Care Homes etc. to give a broad experience.

The Committee noted the report and recommended that it be circulated electronically to all members.

149 **Time Off Policy relating to Election Duties** - Agenda Item 6

The Committee considered the report regarding the existing provision for leave arrangements for Somerset county council employees when assisting with County Council elections.

Officers confirmed that the large majority neighbouring authorities aligned with our SCC policy. No other authority apart from Sedgemoor District Council required employees to take a day's leave.

The Committee agreed to maintain the current provision within the request for Time Off Policy with regards to work on County Council elections. Councillor Bown has requested that it be noted that she did not agree with the committee on this issue.

The Chairman asked that this policy should be discussed at HR Policy Committee in the first year of each quadrennium.

The Committee discussed the officer report and the two options proposed.

The Committee agreed option (a) within the report, to maintain the current provision within the Request for Time Off Policy (last updated June 2016) with regards to work on County Council elections.

150 **Any other urgent items of business** - Agenda Item 7

There were no other items of business.

**(The meeting ended at 2.35 pm)**

**CHAIRMAN**