

Minutes of a virtual Meeting of the HR Policy Committee held at 2pm on

Tuesday 20 April 2021

PRESENT

Cllr M Chilcott (in the Chair)

Cllr A Groskop

Cllr A Kendall

Cllr L Redman

Cllr W Wallace

Other Members Present:

Cllr M Keating, Cllr T Munt.

Officers Present:

Chris Squire - Director of HR & Organisational Development

Vicky Hayter - Strategic Manager, HR Business Relations

44 Apologies for Absence - Agenda item 1

Cllr P Ham.

45 Declarations of Interest - Agenda item 2

Reference was made to the following personal interests of the Members of the HR Policy Committee, published in the Register of Members' Interests, which was available for public inspection via the Committee Clerk:

Cllr Philip Ham – Mendip District Council

Cllrs Groskop and Wallace declared a personal interest by virtue of receiving a local government pension.

46 Minutes - Agenda item 3

The Minutes of the meeting held on 19 January 2021 were signed as a correct record.

47 Public Question Time (PQT) - Agenda item 4

There were no public questions, statements or petitions.

48 Covid-19 Vaccinations Policy - Agenda item 5

The Committee considered a report on the Covid-19 Vaccination policy outlining the Council's stance on employee's being vaccinated against COVID-19. This report included manager and employee responsibilities, considerations when undertaking risk assessments and paid time off provision to attend vaccination appointments.

Vicky Hayter, the Strategic Manager - HR Business Relations, presented the report, highlighting; the ongoing national debate regarding mandatory Covid-19 vaccinations for individuals occupying certain job roles; that due to the high-profile nature of the vaccination programme, the policy had been published on the HR site, under the understanding that the policy would be republished should any amendments be recommended by the HR Policy Committee.

The HR Policy Committee discussed the following points: the importance of recognition of individual decision, the consideration of introduction of a register or record of vaccinated staff; the treatment of personal information in regard to receiving the vaccine; insurance information and corporate liability view and advice; the formal adoption of any future changes to the policy.

The Director of HR & Organisational Development, Chris Squire in response to points raised, advised that it was early days for the vaccination programme with many unknowns i.e. variants and reflection would be needed on the national position and developments in regard to care homes. Furthermore, assured the HR Policy Committee that colleagues will be treated with dignity, respect and fully supported, in addition highlighted the health and safety of all staff and the duty of care to residents and colleagues, which would involve risk assessments and the situation monitored over the next few months. The Director of HR & Organisational Development advised that should the Government choose to make the vaccine mandatory for Health and Care workers, there would be potential variations to the policy.

The Committee Resolved:

To agree to the implementation of the Covid 19 Vaccination Policy.

49 Any other urgent items of business - Agenda item 7

The Chair, HR Policy Committee, Cllr Mandy Chilcott requested that the following items be reported at the next meeting of the HR Policy Committee:

- Creation and circulation of minor changes in general policy and legislation report (not requiring HR Policy Committee formal adoption).
 - Action - Vicky Hayter to create a table of policy changes, including when and why the changes were made.
- Update on the support available and in place for Senior Managers following the long period of remote working.
- Update and analysis of the most recent staff survey.
- The HR workforce programme in regard to supporting the central role within the unitary proposal.

(The meeting ended at 2.31pm)