



Notice of Meeting of

HUMAN RESOURCES COMMITTEE

Tuesday, 26 March 2024 at 2.00 pm

**Council Chamber, Council Offices, Cannards
Grave Road, Shepton Mallet BA4 5BT**

To: The members of the Human Resources Committee

Chair: Councillor Theo Butt Philip

Vice-chair:

Councillor David Fothergill	Councillor Mandy Chilcott	Councillor Mark Healey
Councillor Andy Kendall	Councillor Graham Oakes	Councillor Emily Pearlstone
Councillor Faye Purbrick	Councillor Leigh Redman	Councillor Tony Robbins
Councillor Mike Stanton	Councillor Sarah Wakefield	

For further information about the meeting, including how to join the meeting virtually, please contact Democratic Services democraticservicesteam@somerset.gov.uk.

All members of the public are welcome to attend our meetings and ask questions or make a statement **by giving advance notice** in writing or by e-mail to the Monitoring Officer at email: democraticservicesteam@somerset.gov.uk by **5pm on Wednesday, 20 March 2024**.

This meeting will be open to the public and press, subject to the passing of any resolution under the Local Government Act 1972, Schedule 12A: Access to Information.

The meeting will be webcast and an audio recording made.

Issued by (the Proper Officer) on Monday, 18 March 2024

AGENDA

Human Resources Committee - 2.00 pm Tuesday, 26 March 2024

Public Guidance Notes contained in Agenda Annexe 5 - 6

Click here to join the online meeting 7 - 8

1 Apologies for Absence

To receive any apologies for absence.

2 Minutes from the Previous Meeting (Pages 9 - 12)

To approve the minutes from the previous meeting.

3 Declarations of Interest

To receive and note any declarations of interests in respect of any matters included on the agenda for consideration at this meeting.

(The other registrable interests of Councillors of Somerset Council, arising from membership of City, Town or Parish Councils and other Local Authorities will automatically be recorded in the minutes: [City, Town & Parish Twin Hatters - Somerset Councillors 2023](#))

4 Public Question Time

The Chair to advise the Committee of any items on which members of the public have requested to speak and advise those members of the public present of the details of the Council's public participation scheme.

For those members of the public who have submitted any questions or statements, please note, a three minute time limit applies to each speaker and you will be asked to speak before Councillors debate the issue.

We are now live webcasting most of our committee meetings and you are welcome to view and listen to the discussion. The link to each webcast will be available on the meeting webpage, please see details under 'click here to join online meeting'.

5 HR Policies (Pages 13 - 52)

To receive an update on HR Policies.

6 Update on Staff matters (Pages 53 - 62)

To receive an update on Agency and Locum staff numbers and vacancies.

7 Work force update (Pages 63 - 70)

To note the presentation on an update on workforce

8 Health & Safety policies (Pages 71 - 204)

To consider and approve Health and Safety Policies.

The Culture Report, Survey results and Update paper are provided for information.

9 Committee Workplan (Pages 205 - 206)

To consider the committee forward workplan.