

**Resources and Governance Overview and Scrutiny Committee  
 Human Resources Subgroup  
 Work Programme January 2011**

<b>Tuesday 25 January 2011 at 10:00– Committee Room 11</b>				
Report deadline Friday 14 January				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
<b>M People</b>	To provide the subgroup with an overview of how the M People programme has been implemented as part of the integration of HR/OD functions. To include: <ul style="list-style-type: none"> <li>• The numbers of people who have been redeployed across the Council</li> <li>• Details of how poor performance by staff is addressed under M People and how many dismissals for capability this has led to.</li> </ul>	Councillor Priest	Sharon Kemp	
<b>People Strategy (Refresh)</b>	To look at the refresh of the People Strategy, and how its principles are being imbedded through the business planning process.	Councillor Priest	Sharon Kemp James Hand	
<b>Support to school governing bodies</b>	To look at human resources support available to school governing bodies in matters of disciplining members of staff.	Councillor Priest Councillor S Newman	Phil McKenna Susan Majeed	Referred by Governance Subgroup May 2010.
<b>ICT Staffing - update</b>	To receive an update on the ICT staffing restructure and recruitment to vacant senior management positions.	Councillor Priest	Elaine Bowker Stephan Conaway	Requested 5 October 2010 – see RG/HS/10/22.
<b>Real Time Sickness Absence Data</b>	To receive an update on proposals to introduce real time sickness absence data.	Councillor Priest	Sharon Kemp Pat Fetherstone	

<b>Flexible working policies</b>	To look at the Council's policy on time recording when staff leave Council buildings and are not on lunch break or Council business. To include how this relates to other flexible working policies such as home-working.	Councillor Priest	Sharon Kemp Pat Fetherstone	Requested 5 October 2010 – see RG/HS/10/28.
----------------------------------	---	-------------------	--------------------------------	---

<b>To be scheduled</b>				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
<b>High Pay Review</b>	To look at the government's review of high paid public service jobs and the pay ratios between the highest and lowest paid jobs in the Council. To also include an analysis of the effects of directorships and second jobs.	Councillor Priest	Richard Paver Sharon Kemp	