

**Finance Scrutiny Committee – Human Resources Subgroup  
Work Programme – March 2014**

<b>Monday 31 March 2014, 2.00pm, Scrutiny Committee Room</b>				
Deadline: Thursday 20 March 2014				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Attendance Monitoring	<p>To receive a report on attendance monitoring in the Council since the Subgroup last met in September 2013, to include:</p> <ul style="list-style-type: none"> <li>• More detail on the sickness levels in Neighbourhood Services, including reasons for the rise and what work is being done to address this;</li> <li>• The work that HROD (Human Resources/Organisational Development) is doing to support employees' health and wellbeing linked to specific roles.</li> </ul> <p>To request that when separate graphs are being used to make comparisons, the graphs have the same scales, so comparisons are easier.</p>	Councillor Jeff Smith	Sharon Kemp Pat Fetherstone Caroline Powell Tanya Haynes	See September 2013 minutes
Update on Voluntary Early Retirement and Voluntary Severance (VER/VS)	<p>To receive an update on the VER/VS scheme since the Subgroup last met in September 2013. To include:</p> <ul style="list-style-type: none"> <li>• Figures on the number of people leaving by directorate with a further breakdown by grade;</li> <li>• An assessment of the impact of the loss of a significant proportion of staff members and whether the loss of experience is having an impact on services.</li> </ul>	Councillor Jeff Smith	Sharon Kemp Pat Fetherstone Caroline Powell Tanya Haynes	See September 2013 minutes