

**Resources and Governance Scrutiny Committee – Human Resources (HR) Subgroup
Work Programme – 23 March 2017**

Meeting 3 – 1.30 pm, Thursday 23 March 2017, Scrutiny Committee Room				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Recruitment and Selection	To receive an update on Recruitment and Selection	Councillor John Flanagan	Lynne Ridsdale/ Pat Fetherstone	
HR Review	To receive an update report on the HR Review. To include the outcome of the external consultants review, what action the Council has taken in response to the review, and the operating model.	Councillor John Flanagan	Lynne Ridsdale/ Pat Fetherstone	
Managing Attendance	To dedicate a full meeting to management of attendance. To review information regarding sickness monitoring broken down by directorate and including the directorate responses. To include an update on members request for officers to review emergency leave and special leave (paid and unpaid).	Councillor John Flanagan/ Others as appropriate	Lynne Ridsdale/ Pat Fetherstone	See minutes 3 March 2016. Invites to relevant Scrutiny Chairs/Executive Members. Lead Officer to invite Directorate Leads.
For Information: People Strategy	To request that the updated 'People Strategy' be submitted to the next meeting of the Subgroup.(NB This is being submitted to Personnel Committee in January 2017)	Councillor John Flanagan	Pat Fetherstone	See minutes 28 July 2016
Work Programme	To review the current work programme and approve the work programme	-	-	

Items to be scheduled				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
The People Strategy Update	To consider whether the action plan for the People Strategy which will be submitted to Executive in February 2017 is appropriate and receive a progress update on its implementation which will inform the HR restructure.	Councillor John Flanagan	Lynne Ridsdale/ Pat Fetherstone	
Employee Survey: BHeard	To receive the results of the BHeard Employee Survey for 2016/17.	Councillor John Flanagan	Lynne Ridsdale/ Pat Fetherstone	To be scheduled September/ October 2017