

**Resources and Governance Scrutiny Committee – Human Resources (HR) Subgroup
Work Programme – February 2020**

Meeting 4 – Tuesday 25 February 2020 at 10:00am Deadline for reports: Friday 14 February 2020				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Our People Plan	To provide and update on the development of a plan on a page version of Our People Plan in support of Our People.	Cllr Ollerhead (Exec Member for Finance and HR)	Helen Grantham (Interim Director of HROD)	
Outcome of the 2019 Beheard Survey	To receive a report on the outcomes of the 2019 Beheard staff survey and actions to be taken	Cllr Ollerhead (Exec Member for Finance and HR)	Helen Grantham (Interim Director of HROD)	
Work Programme	To review and approve the current work programme.	-	Mike Williamson	

Items to be scheduled				
Items highlighted in grey have been added to above meeting dates and will be removed from future work programmes				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Equalities within the Council's workforce	To receive a report that details how the Council is achieving and promoting equalities within its workforce	Cllr Ollerhead (Executive Member for Finance and Human Resources)	Helen Grantham (Interim Director of HROD)	
ICT Out of Hours Provision	To receive a report for information on the financial implications of the proposal to formalise out of hours provision within ICT for all fixed term ICT staff, and the standardisation of remuneration for out of hours provision	Cllr Ollerhead (Executive Member for Finance and Human Resources)	Ian Grant (Interim Director of ICT)	Recommendation from Audit Committee on 5 October 2017 for RGSC to consider
Adult Social Care staff training budget	To receive a report on the Adult Social Care staff training budget and explore the options available to provide assistive technology to front line staff.	Cllr Ollerhead (Executive Member for Finance and Human Resources)	Bernadette Enright (Director of Adult Social Services) Helen Grantham (Interim	Recommendation from Health Scrutiny on 6 February 2018

		Councillor Craig (Executive Member for Adults Health and Wellbeing)	Director of HROD)	
Our Ways of Working – update	To receive an update report at an appropriate time that includes information by directorate on the number of staff working part time, how many are formally working flexibly and how the OWOW was being promoted and taken up by staff.	Cllr Ollerhead (Executive Member for Finance and Human Resources	Helen Grantham (Interim Director of HROD)	
Review of the Council's Recruitment policy and processes	To receive a report on the Council's recruitment policy and processes and to include detail on the challenges experienced in recruiting and retaining staff within the Out of Hours Service.	Cllr Ollerhead (Executive Member for Finance and Human Resources	Shawna Gleeson (Head of HR Operations)	Recommendation from R&G Scrutiny on 16 July 2019 (Min RGSC/19/39)
Outcomes of the BAME review	To receive a report on the outcome of the independent BAME review	Cllr Ollerhead (Exec Member for Finance and HR)	Helen Grantham (Interim Director of HROD)	