

## HUMAN RESOURCES PANEL

Monday 4 July 2016 at 6.00 pm

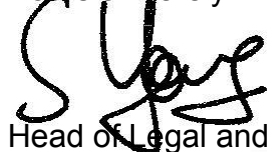
Committee Room 1 - Epsom Town Hall

The members listed below are summoned to attend the Human Resources Panel meeting, on the day and at the time and place stated, to consider the business set out in this agenda.

Councillor Hannah Dalton (Chairman)	Councillor Guy Robbins
Councillor Alex Clarke	Councillor Jean Steer
Councillor Robert Foote	Councillor Peter Webb

**NOTE:** The meeting will be preceded by a meeting with staff representatives at 5.00 pm in Committee Room 1. That meeting will not be open to the public.

Yours sincerely



Head of Legal and Democratic Services

For further information, please contact Fiona Cotter, tel: 01372 732124 or email: [fcotter@epsom-ewell.gov.uk](mailto:fcotter@epsom-ewell.gov.uk)

### AGENDA

#### 1. DECLARATIONS OF INTEREST

Members are asked to declare the existence and nature of any Disclosable Pecuniary Interests in respect of any item of business to be considered at the meeting.

#### 2. MINUTES OF THE PREVIOUS MEETING (Pages 3 - 12)

The Panel is asked to agree as a true record the Minutes of the Meeting of the Human Resources Panel held on 18 November 2014 and the Minutes of the Panel (meeting as the Joint Staff Committee) held on 13 October 2015 and to authorise the Chairman to sign them.

### **3. ANNUAL REVIEW OF HR MATTERS (Pages 13 - 48)**

This report provides an overview of the following HR matters at Epsom and Ewell Borough Council during 2015-16:

- Annex 1 - Recruitment Equal Opportunities Monitoring
- Annex 2 - Recruitment & Selection Spend / Activity
- Annex 3 - Sickness Absence
- Annex 4 - Labour Turnover
- Annex 5 - Workforce Profile
- Annex 6 - Learning & Development
- Annex 7 - Employee Relations (restricted document by virtue of paragraph(s) 2 of Part 1 of Schedule 12A to the Local Government Act 1972)

### **4. LEGAL UPDATE (Pages 49 - 54)**

This report provides an overview of the following employment legislation and the impacts on the Council:

- Shared Parental Leave
- Living Wage
- Exit/Termination Payments
- Gender Pay Gap Reporting