

HATHERSAGE PARISH COUNCIL

Human Resources Committee Terms of Reference



Version / date reviewed	Status	Note of changes
02 (27/06/2023)	Reviewed	No changes
01 (11/05/2021)	Reviewed	9 e) – queried reference to Employee Handbook; noted this should be Staff Handbook [amended]

Next review 2024 – meeting date [for review] TBC

Hathersage Parish Council Human Resources Committee Terms of Reference

- 1) This Committee shall be called the Human Resources Committee (HRC)
- 2) The HR Committee shall meet quarterly and/or at any time deemed necessary or appropriate. Exceptionally meetings may be held virtually.
- 3) The HR Committee is responsible for all staffing matters and for training and development for both staff and elected members. The Committee is also responsible for health, safety and welfare policies and for HR procedural issues and related risk assessments. Oversight includes:
 - Employment of staff including advertising / interviewing and recommendation of appointments to full Council
 - Staffing issues or concerns
 - Staff salaries
 - Staff grievances or disciplinary matters (by means of delegation to a duly authorised group of Councillors in accordance with ACAS guidelines)
 - Member disciplinary matters / breaches of the Code of Conduct
 - Staff reviews and objectives
 - Staffing hours & working practices
- 4) The Committee shall consist of a minimum of four voting members, elected by full Council, with a quorum of three members. Membership of the HR Committee shall be determined annually. The Committee should, after the start of the Council year, appoint its Chair and Vice Chair from its members.
- 5) The Committee will have due regard to the thoughts and opinions of staff members in consideration of all matters. Staff will not be formal members of the committee and will not have any voting rights on this committee.
- 6) From time to time, and as appropriate, the HR Committee may consider items of a confidential nature and these parts of the meeting will be subject to the prevailing regulations and practices. Members of the public (including staff present) will be required to leave the meeting under any confidential discussions unless otherwise agreed by the committee and a Councillor will be nominated to record the discussion and any resolutions during this period.
- 7) The Committee shall determine responses on behalf of the Parish Council for matters pertaining to Human Resources and Personnel matters and their responsibilities as determined in (3) above.
- 8) Regular consideration shall be given to HR strategies and to the future direction of the HR Committee and its responsibilities and appropriate actions.

- 9) The Committee will comply with and have due regard to existing policies relating to staffing matters including (but are not limited) to:
 - a) Standing orders
 - b) Financial regulations
 - c) Staff contracts which reference Terms and Conditions of Employment
 - d) ACAS Guidelines and procedures for grievances or disciplinary matters
 - e) Hathersage Parish Council Staff Handbook

The HR committee can review policies relating to their responsibilities but any recommended changes to policies can only be approved by a resolution of the Full Council. Items (c) (d) and (e) may only be changed following full and proper consultation with staff and approval by full Council. Further HR Committee responsibilities:

- 10) To receive information, advice and guidance on behalf of the Council for matters pertaining to employment issues.
- 11) To receive reports / updates on any Union matters as appropriate.
- 12) To consider any further policies or procedures for adoption by Council on matters relating to HR issues, ensuring that full and open discussions have taken place with staff and Members as required.
- 13) To consider training and professional development for staff and Members, as appropriate, and within the agreed budget.
- 14) Some matters, i.e. (but not limited to) consideration of disciplinary matters are not appropriate for discussion at committee level and it is more appropriate to delegate these matters to a nominated group of Councillors, some of whom may not necessarily be members of the HR Committee. The Committee will therefore set up specific groups to deal with some matters as necessary and as appropriate and will delegate authority of these matters to those named members.