

Human Resources and Remuneration Committee Meeting, Quarter 3, 2023-2024

Wed 07 February 2024, 16:00 - 16:45

Agenda

16:00 - 16:01 **1. Welcome, Apologies, and Announcements**
1 min
Information *David Sandison*

16:01 - 16:03 **2. Declarations of Interest**
2 min
Decision *David Sandison*

16:03 - 16:08 **3. Minutes of the Previous Meetings**
5 min
Decision *David Sandison*
 Non-Confidential Minutes of the Previous Meeting of of Human Resources and Remuneration Committee (2023 Q2).pdf (7 pages)
 Confidential Minutes of the Previous Meeting of of Human Resources and Remuneration Committee (HR Matters) (2023 Q2).pdf (3 pages)

16:08 - 16:09 **4. Matters Arising**
1 min
Information *David Sandison*

16:09 - 16:10 **5. Terms of Reference**
1 min
Decision *David Sandison*
 Terms of Reference for Human Resources and Remuneration Committee (As Approved in June 2023).pdf (3 pages)

Matters for Decision

16:10 - 16:15 **6. Adverse Weather Policy**
5 min
Initial Review *Kathy MacDonald*
 BOM-HRR-2023-13.1 Draft Adverse Weather - Jan 2024.pdf (5 pages)

16:15 - 16:20 **7. Dependants Leave Policy**
5 min
Initial Review *Kathy MacDonald*
 BOM-HRR-2023-14.1 Draft Dependants Leave Policy - Jan 2024.pdf (3 pages)

Regular Updates

16:20 - 16:23 **8. Restructuring Plan - (Confidential)**

3 min

Information *Jane Lewis*

verbal (or light touch paper)

16:23 - 16:26 **9. National Bargaining and Industrial Action**

3 min

Information *Jane Lewis*

Verbal

16:26 - 16:29 **10. Human Resources Report - (Confidential)**

3 min

Information *Kathy MacDonald*

 BOM-HRR-2023-16.1 HR Quarterly Report - Jan 2024 - HR&R.pdf (10 pages)

Papers for Information and Discussion

16:29 - 16:31 **11. TOIL and Flexi Policy Proposal**

2 min

Information *Kathy MacDonald*

16:31 - 16:33 **12. Disability Confident Application**

2 min

Information *Kathy MacDonald*

16:33 - 16:35 **13. Table of amendments made to Policies - (Restricted)**

2 min

Information *Kathryn MacDonald*

16:35 - 16:40 **14. 2023 Staff Stress Survey Results (and 2022 Actions) - (Confidential)**

5 min

Discussion *Kathy MacDonald*

 BOM-HRR-2023-15.1 Stress Survey Analysis 2023 - Draft v1.pdf (37 pages)

 BOM-HRR-2023-15.2 Jan 2024 - Staff Stress Survey - Actions.pdf (4 pages)

Internal Committee Matters

16:40 - 16:41 **15. Committee training**

1 min

Discussion *Matt Sierocinski King*

Verbal

16:41 - 16:43 16. Chair and Vice-Chair

2 min

Decision

David Sandison

Verbal

Concluding Matters

16:43 - 16:44 17. Any Other Business

1 min

Information

David Sandison

16:44 - 16:45 18. Date of Next Meeting

1 min

Information

Matt Sierocinski King

22nd May 2024