

## HR Sub Group Agenda

21<sup>st</sup> March 2017, 2 p.m.

Committee Room 4

1	<b>Review minutes of last meeting</b>	
2	<b>Mental Health first aid update</b> -Initiative discussed and agreed at last meeting. <i>Verbal update to be given on progress</i>	<b>IM, L&amp;D JM, H&amp;S</b>
3	<b>Recognition of NHS length of service and pension issues</b> At the last meeting a paper was reviewed which outlined that HC and NHS Highland have a reciprocal agreement recognising continuous service for annual leave, occupational sick pay, occupational maternity leave and Flexible Working entitlements. The paper proposed extending this provision to assist with recruitment. <i>Verbal update to be given on progress</i>	<b>EB, HR</b>
4	<b>Equal Pay Statement and Gender Pay Gap Report</b> This report sets out an Equal Pay Statement for the Highland Council and key information on the gender pay gap. <i>The report is proposed for discussion</i>	<b>JMM, HR</b>
5	<b>Equality in Employment</b> The Equalities in Employment Monitoring Report 2017 is proposed for discussion.	<b>JMM, HR</b>
6	<b>Redeployment Procedures between Highland Council and NHS Highland</b> The paper has been developed in conjunction with NHS Highland HR colleagues to propose a shared approach to making posts available for possible redeployment for staff who have transferred to NHS Highland and the Highland Council as part of Integrating Care in the Highlands. <i>The paper is proposed for discussion</i>	<b>EB, HR</b>
7	<b>JE Scheme – third edition</b> Discussion on position and current issues	<b>JMM, EB</b>
8	<b>HR Legislative updates</b>	<b>CB</b>
9	<b>Trade Union items</b> - <b>Attendance management review meetings - GMB</b>	