

HR Sub Group Agenda

17th April 2018, 10.30am

Committee Room 4

1	Review minutes of last meeting	
2	Bullying and Harassment Policy <i>Review, finalise and approve draft policy (attached)</i>	LM, HR
3	Grey Fleet Review Update on the Grey Fleet review which has taken place as part of the redesign programme. <i>Initial engagement and understanding of the programme and development of ideas to support the programme moving forward.</i>	KZ, HR
4	Accredited Living Wage employer Report to Corporate Resources (attached) recommending the Council become a Living Wage Employer. What this will involve: <ul style="list-style-type: none">• Living Wage (currently £8.75) is paid to all directly employed staff and contractors• Apply £8.75 to all directly paid employees and agency workers effective from 1.4.18• Check with contractors and sub-contractors if they pay LW Regarding bullet point 3, data will require to be provided by procurement on current contractors and their spend for 2017/18. Due to the collation and verification this data is not likely to be available until June 2018. It is proposed checking pay rates of contract and sub-contract staff will commence June 2018. A resource has been identified in HR and BS to undertake the work required. Link to further information: http://scottishlivingwage.org/accreditation <i>Report for discussion and feedback on implementation</i>	EB, HR
5	Developing a Construction Charter Following on from the last HR sub meeting further discussion and update on the Charter. The Council supports drawing up a Charter with input from a range of relevant parties e.g. union reps, procurement colleagues, property managers and HR. We believe we are compliant with the general principles of the Charter namely committing contractors to comply with standards on a range of issues e.g. health and safety, local community benefits, payment of Scottish Living Wage, development of industry skills and equalities. <i>Discussion on the charter and how we can support this through partnership</i>	KZ, HR
6	HR Legislative updates	CB, HR
7	Trade Union items	