

## HR Sub Group Agenda

23<sup>rd</sup> August 2016, 2 p.m.

### Committee Room 1

1	<b>Review minutes of last meeting</b>
2	<b>SharePoint site update</b>
3	<b>Review the application 'Supporting improved work performance – Guidance'</b> It was agreed at the last meeting to review the application of the guidance
4	<b>Mental Health first aid provision</b> Mental Health First Aiders is a project led by Scotland's Mental Health First Aid in conjunction with the NHS. At the last meeting HR invited the Sub Group to discuss whether this was an initiative that the Council should support. Following discussion it was agreed that further information should be reviewed and discussed at the next meeting.  Therefore a paper has been drafted to review this initiative further with the aim of increasing awareness of mental health and supporting wellbeing.
5	<b>Attendance Management Guidance</b> Updated attendance guidance has been circulated previously for review and comment. Final draft issued on the 21 <sup>st</sup> June
6	<b>Redeployment &amp; Redundancy - key principles</b> These principles have been drafted by HR to ensure consistency across Services and management when dealing with the application of the R&R policy to support workforce planning. The key principles and process map are proposed for discussion
7	<b>Recognition of NHS length of service and pension issues</b> 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 attached paper proposes extending this provision to assist with recruitment and retention issues.
8	<b>JE Scheme – third edition</b> Discussion on position and current issues
9	<b>HR Legislative updates</b>
10	<b>Trade Union items</b>

<b>Future agenda items</b>
<b>Carer Positive</b> Carer Positive aims to encourage employers to create a supportive working environment for carers in the workplace