

Report No. TC05019 Appendix: H Agenda Item: 14	Council 27TH November 2019
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OAKHAM TOWN COUNCIL

Report Author: Cllr Nick Woodley	Title: HR Policies
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Subject: HR Policies

Applicable Strategy:

- 1. Provide a supportive and professional environment for staff to enable professional development and ensure efficient and effective working practices**

Further to the latest PPWG and incorporating input from staffing committee, the following is recommended. Currently the policies and supporting handbooks for staff (and volunteers) have been identified as not providing a suitable framework for Joiners, Leavers, staff development, grievance etc.

1. Council write to all employees of the Council (as part of a formal consultation period) to advise that Council want to ensure that all the expected HR Policies and the employee / staff handbook remain aligned with current legislation and HR good Practice.
2. To engage our HR advisors to produce a full suite of employment policies and protocols that ensure a fair and proportionate HR framework for the future that enables competitive recruitment, positive retention and training opportunities for all.