

**EMPLOYEES LIAISON ADVISORY GROUP**

**7<sup>TH</sup> November 2012**

**EMPLOYMENT PANEL**

**28<sup>TH</sup> November 2012**

**CORPORATE GOVERNANCE PANEL**

**12<sup>th</sup> December 2012**

## **Review of Employee Consultation and Information Arrangements at HDC**

**(Report by LGSS)**

### **1. INTRODUCTION**

This report has been produced at the request of the Managing Director, Resources, to evaluate the current processes in place for HDC, and to make proposals to streamline future arrangements.

### **2. BACKGROUND**

The Council currently has two inter-related 'established' forums for consulting and informing staff on employment and service matters; and for making employment related decisions. These comprise:

The Employee Liaison Advisory Group (ELAG) and the Employment Panel. Proposals and recommendations are viewed by a formal meeting of ELAG prior to being considered by Employment Panel for ratification.

There exists substantial duplication with the same agenda discussed at both forums. The Employment Panel is by its current definition the forum that ratifies recommendations and proposals relating to employment and workforce matters as previously considered by ELAG which in turn have already been discussed between ELAG staff side and management. It also reviews management performance through the quarterly employment report and other briefings.

A large number of these decisions could be consulted on and ratified locally if the remit and membership of both forums was re-defined; and the constitution was revised to enable the delegation of employment decisions to the Head of Paid Service.

This paper has been presented to ELAG and Employment Panel and has been supported.

### **3. RECOMMENDATION**

Corporate Governance Panel are asked to give consideration to the attached paper, and endorse the alternative format proposed for the consultative and information sharing arrangements within HDC.

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