

## TERMS OF REFERENCE OF THE HUMAN RESOURCES COMMITTEE

### Membership

The Human Resources Committee shall comprise eight members of the Governing Body excluding ex officio members. The quorum shall be three members (excluding ex officio members).

### Terms of Reference

- (a) To review the Corporation's human resources strategy, core values and related issues, for recommendation to the Governing Body.
- (b) To review and make recommendations to the Governing Body on the framework for the pay and conditions of service of all staff, other than designated senior postholders.
- (c) To consider human resources initiatives on key employment issues and employment legislation in support of the human resources strategy.
- (d) To agree changes to the statutory statements which the Governing Body must make in relation to the exercise of the Corporation's discretionary authority in respect of the Local Government Pension Scheme.
- (e) To review the implementation of staff development strategies and receive regular reports on the operation of the staff development programme and staff development matters.
- (f) To approve policies in relation to equality and diversity issues and to monitor them on behalf of the Corporation to ensure that it meets its statutory objectives.
- (g) To support the development and maintenance of positive employment relations with staff and the recognised trade unions and their representatives.
- (h) To consider issues relating to staff restructuring and in particular any related potential redundancies that may follow.
- (i) To receive reports arising from staff disciplinary and other hearings and to review the related procedures, policies and strategies against their outcomes.
- (j) To review the Committee operations and effectiveness biennially, together with the Committee's Terms of Reference and Annual Business Plan and make recommendations for changes to the Governing Body.