

HR Special Interest Group – Webinar Meeting 23 April 2020

Agenda:

- Welcome

This is the first SIG meeting since Covid-19 crisis in the UK, the last in-person members' meeting was Safeguarding in the first week of March (seems like years ago now!).

Acknowledge the need to continue the HR for continuity – good that so many people can join now through webinar. Good to discuss topics other than the Coronavirus Job Retention Scheme and Covid-19, though inevitably these will influence our discussions.

A quick recap on the purpose and usual goings of our SIGs – conscious that we have a few members who are new to SIGs dialling in today:

Thematic peer networks – this one on HR, agenda and discussions both member-led. Meetings twice a year (under pre-Covid-19 circumstances), other webinars or workshops as appropriate and based on members feedback, network queries circulated via email in between.

Support from various partners on variety of HR issues – Bates Wells has been supporting us for some time now and Mind is also keen to support trusts. Both have dialled in today. HR SIG is managed and supported by a Chair (Ronnie Erskine, Barnsley Premier Leisure) and Co-chair (Louise Walton, Oldham Community Leisure).

Recap on the notes from last HR meeting (October 22, Sheffield) – main topics: CIMSPA presented their work on management qualifications and a framework for professional development within the sports sector, discussed decline in TU membership among staff, creating flexible positions to address difficulties in recruiting – specifically for lifeguards and swimming teachers, implications of Brexit for employer liability and the difficult in identifying EU staff, increase in mental health problems among staff – also seen in increase in demand for counselling, we mentioned the ACAS guidance on menopause, we discussed colleagues sharing wellbeing policies, and finally the results of the 2019 HR survey.

Acknowledge Sam Perks (Mind), Paul Seath and Chetal Patel (Bates Wells).

Note seven agenda items.

Introduce Sam.

- Mental health of staff (with input from Mind)

Sam sharing screen.

- Wellbeing policies
- Employment law update (with input from Bates Wells)

Introduce Paul and Chetal. Chetal will be giving an update on immigration law, incl. Brexit and flag anything related to Covid-19 that isn't necessarily linked to the Coronavirus Job Retention Scheme. I imagine Paul might add to Chetal's presentation with a general update that touches on the increase in NMW/NLW and IR35.

- Support to EEA Nationals and relatives in light of Brexit
- Increase in NMW/NLW implications and the Low Pay Commission Consultation

Remind colleagues of our February conversations on pay and differentials. Main challenges that we identified:

1. *Staff satisfaction levels reducing – particularly at salary pinch points, i.e. those with limited, reducing or no differential with staff feeling undervalued for their work*
2. *Retention of staff proving more challenging – due to the squeeze*
3. *Attracting quality staff*
4. *Managing the reducing / lack of / changing pay differentials in roles*

For each of these challenges we also discussed solutions.

Low Pay Commission meeting in January – ask Cate, Ronnie and Louise to update.

- Annual HR Survey

Usually this time of year we start updating previous year's survey and collect responses over summer. Should we have a survey this year due to Covid-19? If so, what should be the focus? When should it be released?

- Any other business

Next meeting, how to continue the group?

In terms of claiming furlough payments can you confirm that we claim for the pay received in a particular period and not when the employee worked as we have casual staff that work a month in hand.