

## North East Strategic HR Forum (NESHRF)/North East Development (NED) Forum

Notes of Meeting held on Thursday 26 November 2015

Tyne and Wear Fire & Rescue Service Headquarters, Sunderland

### Attended

Elizabeth Davison (Darlington Borough Council), Katherine Luke (Durham and Darlington FRS), Alison Smith (Gateshead Council), Julie Wilson (Hartlepool Borough Council), Nigel Carruthers (LGA), Jill Rouse (NEREO), Carol Murphy (North Tyneside Council), Karen Bowes (Northumberland County Council), Roshan Israni (Northumbria CRC), Bernie McCardle (Northumbria Police), Graham Noonan (Redcar & Cleveland Borough Council), Liz Purdy (Stockton-on-Tees Borough Council), John Rawling (Sunderland City Council), Michelle Gaff (Tyne and Wear FRS)

### Also attended:

Sharon Senior, Assistant Director, North West Employers  
Michelle Harte, Senior HR Business Partner, West Midlands Employers' Organisation

### Apologies

Nicola Moore, Denise Curtis-Haigh (Cleveland FRS), Kim Jobson (Durham CC), Pip Schofield (Middlesbrough Council), Mick Brodie, Stephen McCurry (NEREO), Ged Gray, Jackie Mitchell-Rayner (Newcastle City Council), Alison Lazizzera (North Tyneside Council), Kelly Angus (Northumberland County Council), Lorna Jeromson, Graham Fells (South Tyneside Council), Sue Sephton, Jill Douglas (Stockton-on-Tees Borough Council), Lorna Hodson (Tyne and Wear FRS)

1. **Welcome and Introductions**
2. **Notes from previous meeting – Tuesday 15 September 2015**

Notes were agreed.

### 3. **Round Table Discussion/Networking**

- Where is the information about not employing anyone within 12 months of leaving with a package
- Social Workers – on next agenda. Bring along pay rates if possible. Ben Hickman, LGA is going to come around the regions asking these questions
- Where is the information about this?
- Pensions – Jeff Houston, LGA, could there be a separate meeting to look at changes?

#### **4. ASPIRE NORTH – Michelle Harte, Sharon Senior**

- Presentation attached
- Next generation of HR professionals need to have business skills, especially financial nous
- The cost is £1750 for members of the Employers' Organisation
- Open to all public sector employees geared towards senior HR people
- 360° assessment is stand-alone and we can use that as required
- HR Summit – kind of fits very well and had Catherine Mangan talking about 21<sup>st</sup> Century Public Services at this year's conference. Plus Generation X. We include all public sector organisations. Does ASPIRE?

##### **Actions**

- Apply now for January programme
- [Aspirehrbp.org.uk](http://Aspirehrbp.org.uk)
- Circulate the link to HR Summit participants as the ASPIRE programme is open to all public sector

#### **5. Mediation Skills Training**

- NEREO's Mediation programmes are now ILM Endorsed.
- The 4-day course is Resource intensive – however, the cost-benefits of using Mediation to avoid Disciplinary & Grievance procedures are without doubt
- The 2-day Awareness programme is now available and can be used towards the full qualification at a later date

##### **Actions**

- It was agreed that NEREO should arrange a two-day course for managers January/February 2016

#### **6. Performance Review Project – Nigel Carruthers**

There are all sorts of questions being asked about Appraisal processes these days, including how valuable/valued it actually is.

- What value do we get out of the process of appraisal?
- What does the process look like?
- What outcomes do we gain?
- Do we have a competency framework to hang this on?
- CEOs are asking questions about the value of it.
- What could it be replaced by?
- Should it be linked to reward/pay?
- Does it boil down to good or poor Manager/Employee relationship?
- Sunderland – no annual appraisal, one-to-ones are ongoing
- What do you measure? And do we measure the right thing?
- It's about engagement/performance
- What interventions are effective?
- Transformational leaders

- Show a positive impact – what does that look like?

#### **Action**

- Can the NE take a lead in looking at this?
- Definitely a discussion across the region to share information
- Nigel will share some models and bring along someone to the next meeting

#### **7. Discussion of a strategic approach to other areas of regional interest**

- People will bring along ideas about this next time

#### **8. North East HR Summit 2016**

- Jeff Dean will help
- Employee Engagement – Roshan
- Generation X – Kate
- The Business Partner - ?
- Head of NHS Employers

#### **9. North East Jobs & DBS – Update**

#### **10. Date/Time/Venue of Next Meeting**

- NESHRF – to be confirmed, DDFRS venue
- NED – to be confirmed