

# AGENDA

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**Meeting:** People and Culture Committee  
**Date:** Monday 20 February 2023 at 3.30pm  
**Location:** Microsoft Teams

Papers highlighted in purple font have not been published with the agenda as they are either due for future publication or are not in the public domain.

No	Item	Action	Lead	Pages
1	Welcome, Apologies and Declarations of Interests	Note	GD	N/A
2	Working Relationships: Trade Unions and Management <i>Mandi Inglis and Alan O'Donnell will attend for this item</i>	Discuss	GD	2-2
3	Minutes of the Previous Meeting: 31 October 2022	Approve	GD	
4	Matters Arising / Actions Outstanding	Note	GD	3-3
<b>Health, Safety and Welfare: Compliance</b>				
5	Health and Safety Update: Accident and Ill Health Update	Note	AL	
	5.1 Minutes of Health and Wellbeing Committee	Note	HH	
<b>Organisational Development and Human Resources: Transformational</b>				
6	Delivering HR Strategy and Workforce Plan 2018-2023: Priorities for the 2022-23 Academic Year	Note	ZFH	
<b>Organisational Development and Human Resources: Compliance</b>				
7	Key Performance Indicators Report	Note	ZFH	
8	National Job Evaluation Project Update	Note	ZFH	
9	Equal Pay Statement	Note	ZFH	
10	Update on National Bargaining ( <i>Verbal Update</i> )	Note	ZFH	N/A
<b>Culture and Staff Engagement</b>				
11	Outcomes from Staff Survey 2022	Note	HH	
<b>Updates from Committees</b>				
12	Update from Committees: • JCC – 28 October 2022	Note	ZFH	N/A
<b>Other Matters: Compliance</b>				
13	Review of Meeting	Discuss	All	N/A
14	Date of Next Meeting Monday 29 May 2023 at 3.30pm	Note	GD	N/A

## **BOARD OF GOVERNORS OF FIFE COLLEGE**

### **People and Culture Committee**

#### **Working Relationships: Trade Unions and Management**

**Brief:** Trade Union Representatives have been invited to the meeting to talk generally about how effective working relationships are between the trade unions and management. It is not to discuss any specific current issues or concerns. Views should be sought from the perspectives of trade union representatives and of management.

#### **Potential Questions:**

- How effective do you feel working relationships are?
- Are those involved open and willing to discuss issues?
- Are Consultative meetings regular, and how productive are these?
- Committee understands that Negotiating meetings are now less regular due to national bargaining. Do these work well?
- Is there more that you feel you could do to enhance dialogue between trade unions and management?
- Anything anyone wishes to add?



Key:	
	Outstanding and deadline passed
	Progressing and on target
	Complete

### People and Culture Committee

#### Actions Outstanding / Progress Made

	Date of Meeting	Action	Responsibility	Deadline	Comments
1	31.10.22	To include target dates for upcoming works and training development within Health and Safety report.	A Leadbetter	20.02.23	Complete
2	31.10.22	To include the number of incidents per ratio on the Incident Breakdown graph.	A Leadbetter	20.02.23	Complete
3	31.10.22	To update the strategic risk register to include the risk associated with job evaluation project.	Z Franklin-Hills	20.02.23	Complete
4	31.10.22	To include the action plan following the staff opinion survey results at the next meeting.	H Hall	20.02.23	Complete