

# Employment Committee

- An opportunity to refresh the profile of workforce / People Services related data and activity across the organisation.
- Provide more regular reporting to departmental management teams, corporate management team and Employment Committee.
- The terms of reference for the committee describes the following purpose:

Employment Committee has the power to determine the terms and conditions on which staff hold office, including disciplinary and grievance procedures, and making effective arrangements to ensure compliance with employment legislation and, when necessary, employment codes of practice.

- Standing items:

Organisational Change: Summary of Action Plans.

Managing Attendance

- On an annual basis:

Gender Pay Gap Reporting.

The Pay Policy Statement

Health and Safety Annual Report.

# Employment Committee

- The terms of reference for the committee were last reviewed in 2016. Propose to review and bring a report to the next meeting.
- Intend to draft a rolling work programme / forward plan for consideration.
- Will likely propose some new reports, which will include information and performance data on the following:
  - Workforce profile
  - Employee Turnover and Stability
  - Resource management – recruitment, nature of contracts
  - Legislative impacts on policy / procedures
  - Equality, Diversity and Inclusion
  - People Strategy themes, projects and initiatives
- Any other items that we want to consider and that are aligned with the purpose of the committee?