

Meeting: **Employment Committee**

Date/Time: **Thursday, 18 September 2025 at 10.00 am**

Location: **Sparkenhoe Committee Room, County Hall, Glenfield**

Contact: **Damien Buckley (0116 305 0183)**

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Membership

Miss. H. Butler CC (Chairman)

Mrs. L. Broadley CC	Mr. J. Miah CC
Mr. M. H. Charlesworth CC	Mr. P. Morris CC
Mr. G. Cooke CC	Mr. O. O'Shea JP CC
Mr. S. J. Galton CC	Mr. P. Rudkin CC
Mr. A. Innes CC	Mrs B. Seaton CC
Mr. B. Lovegrove CC	Mr. A. Thorp CC

Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at <http://www.leicestershire.gov.uk>

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 22 May 2025.	(Pages 3 - 8)
2. Question Time.	
3. Questions asked by members under Standing Order 7(3) and 7(5).	
4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
5. Declarations of interest in respect of items on the agenda.	

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| 6. | Presentation of petitions under Standing Order 35. | | |
| 7. | Health, Safety and Wellbeing Annual Report 2024-25. | Director of Corporate Resources | (Pages 9 - 18) |
| 8. | National Joint Council Pay Award, Chief Officer Pay Award and Chief Executive Pay Award 2025-26. | Director of Corporate Resources | (Pages 19 - 24) |
| 9. | Review of Employer Discretions - Pension Regulations. | Director of Corporate Resources | (Pages 25 - 40) |
| 10. | Workforce Report 2025-26 - Quarter 1 Update. | Director of Corporate Resources | (Pages 41 - 54) |
| 11. | Organisational Change Policy and Procedure: Action Plans. | Chief Executive | (Pages 55 - 60) |
| 12. | Any other items which the Chairman has decided to take as urgent. | | |
| 13. | Date of Next Meeting. | | |

The next meeting of the Committee is scheduled to be held on 4 December 2025.

14. Exclusion of the Press and Public.

The press and public are likely to be excluded during the following item of business in accordance with Section 100(A) of the Local Government Act 1972:

- *Working Arrangements Policy and Guidance.*

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| 15. | Working Arrangements Policy and Guidance. | Director of Corporate Resources | (Pages 61 - 70) |
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