

EMPLOYMENT COMMITTEE**THURSDAY, 18 SEPTEMBER 2025****DECISIONS**

Set out below is a summary of the decisions taken at the meeting of the Employment Committee held on Thursday, 18 September 2025. The wording used does not necessarily reflect the actual wording which will appear in the minutes.

If you have any queries about any matters referred to in this decision sheet please contact Damien Buckley (0116 305 0183).

ITEM 7*Director of Corporate
Resources***HEALTH, SAFETY AND WELLBEING ANNUAL
REPORT 2024-25.**

That the overview of the Health, Safety and Wellbeing performance during the period 2024-2025, be noted.

ITEM 8*Director of Corporate
Resources***NATIONAL JOINT COUNCIL PAY AWARD, CHIEF
OFFICER PAY AWARD AND CHIEF EXECUTIVE PAY
AWARD 2025-26.**

That the action taken in respect of the implementation of the National Joint Council (NJC) and Joint National Council (JNC) pay awards for employees on grades 2 to 22, be noted.

ITEM 9*Director of Corporate
Resources***REVIEW OF EMPLOYER DISCRETIONS - PENSION
REGULATIONS.**

- a) That the change to Leicestershire County Council's pension mandatory discretion under Local Government Pension Scheme (LGPS) Regulations, contained within Appendix 1 of the report, to allow payment of Shared Cost Additional Voluntary Contribution via a Salary Sacrifice Scheme, be approved.
- b) That non mandatory discretion under LGPS Regulations contained within Appendix 3 of the report, be noted.
- c) That Leicestershire County Council's operational approach to Pensions Regulations, contained within Appendix 4 of the report, be noted.

- d) That the Director of Corporate Resources be requested to provide the Committee with details relating to the timing of the proposal to allow payment of Shared Cost Additional Voluntary Contribution via a Salary Sacrifice Scheme.
- e) That the Director of Corporate Resources be requested to provide all elected members with a briefing relating to the LGPS.

ITEM 10
Director of Corporate Resources

WORKFORCE REPORT 2025-26 - QUARTER 1 UPDATE.

- a) That the update on workforce information and performance measures for Quarter 1 of 2025 – 2026, including details relating to headcount, Full Time Equivalent (FTE), absence rates and reasons, and reported Annual Performance Reviews (APR), be noted.
- b) That the Director of Corporate Resources be requested to provide the Committee with information relating to the number of positions created over the previous three year period.
- c) That the Director of Corporate Resources be requested to provide the Committee with financial information relating to agency workers.

ITEM 11
Chief Executive

ORGANISATIONAL CHANGE POLICY AND PROCEDURE: ACTION PLANS.

That the update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation, be noted.

ITEM 14

EXCLUSION OF THE PRESS AND PUBLIC.

That under Section 100A of the Local Government Act 1972, the public be excluded for the remaining item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraphs 4 and 10 of Part 1 of Schedule 12A of the Act and that, in all circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

ITEM 15

*Director of Corporate
Resources*

**WORKING ARRANGEMENTS POLICY AND
GUIDANCE.**

That the commencement of consultation on the Working Arrangements Policy, as outlined within the report, be approved.