

Meeting: **Employment Committee**

Date/Time: **Thursday, 4 December 2025 at 10.00 am**

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

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

Email: **damien.buckley@leics.gov.uk**

Membership

Miss H. Butler CC (Chairman)

Mrs. L. Broadley CC	Mr. B. Lovegrove CC
Mr. M. H. Charlesworth CC	Mr. J. Miah CC
Mr. G. Cooke CC	Mr. P. Morris CC
Mr. H. Fowler CC	Mr. O. O'Shea JP CC
Mr. S. J. Galton CC	Mr. P. Rudkin CC
Mr. A. Innes CC	Mrs B. Seaton 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 18 September 2025.	(Pages 3 - 10)
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.	
6. Presentation of petitions under Standing Order	

35.

- | | | | |
|----|--|---------------------------------------|-----------------|
| 7. | Pay Policy Statement 2026/27. | Director of
Corporate
Resources | (Pages 11 - 26) |
| 8. | Workforce Report 2025-26, Quarter 2 Update. | Director of
Corporate
Resources | (Pages 27 - 38) |
| 9. | Organisational Change Policy and Procedure:
Action Plans. | Chief Executive | (Pages 39 - 44) |

10. Date of future Meetings.

Meetings of the Committee in 2026 are scheduled to take place at 10:00 on the following dates:

5 February 2026
21 May 2026
10 September 2026
10 December 2026

11. Any other items which the Chairman has decided to take as urgent.
12. 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 – Consultation Feedback and Implementation.*

- | | | | |
|-----|--|---------------------------------------|-----------------|
| 13. | Working Arrangements Policy – Consultation
Feedback and Implementation. | Director of
Corporate
Resources | (Pages 45 - 78) |
|-----|--|---------------------------------------|-----------------|