

## **EMPLOYMENT COMMITTEE**

**THURSDAY, 4 DECEMBER 2025**

### **DECISIONS**

Set out below is a summary of the decisions taken at the meeting of the Employment Committee held on Thursday, 4 December 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*

#### **PAY POLICY STATEMENT 2026/27.**

That the Council's Pay Policy Statement for 2026/27 be approved for submission to the full County Council at its meeting on 18 February 2026.

#### **ITEM 8**

*Director of Corporate  
Resources*

#### **WORKFORCE REPORT 2025-26, QUARTER 2 UPDATE.**

- (a) That the update on workforce information and performance measures for Quarter 2 2025/26, including details relating to headcount, Full Time Equivalent (FTE), absence rates and reason, and reported completion of Annual Performance Reviews (APR), be noted.
- (b) That the Director of Corporate Resources be requested to provide the Employment Committee with information relating to the annual cost of agency workers, following the meeting.
- (c) That the Director of Corporate Resources be requested to provide the Employment Committee with a report relating to Occupational Health, at a future meeting.
- (d) That the Director of Corporate Resources be requested to present a detailed analysis of attendance management activity in the Adults and Communities department, at the meeting on 5 February 2026.
- (e) That the Director of Corporate Resources be requested to provide the Employment Committee with information relating to disciplinary action, at a future meeting.

- (f) That the Director of Corporate Resources be requested to provide context alongside percentages when reporting data within future reports presented to the Employment Committee.

**ITEM 9**  
*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 12**

**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, 5 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 13**  
*Director of Corporate  
Resources*

**WORKING ARRANGEMENTS POLICY –  
CONSULTATION FEEDBACK AND  
IMPLEMENTATION.**

That Option D, as outlined within paragraph 51 of the report, be supported, subject to the consideration of external legal advice which is to be presented at the next meeting of the Employment Committee.