

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.

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| 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.*

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



Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 18 September 2025.

PRESENT

Miss H. Butler CC (in the Chair)

Dr. J. Bloxham CC
Mr. M. H. Charlesworth CC
Mr. G. Cooke CC
Mr. A. Innes CC
Mr. B. Lovegrove CC

Mr. P. Morris CC
Mr. P. Rudkin CC
Mr. C. A. Smith CC
Mrs D. Taylor CC

14. Minutes of the previous meeting.

The minutes of the meeting held on 22 May 2025 were taken as read, confirmed and signed.

15. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 34.

16. Questions asked by members under Standing Order 7(3) and 7(5).

The Chief Executive reported that no questions had been received under Standing Order 7(3) and 7(5).

17. Urgent Items.

There were no urgent items for consideration.

18. Declarations of interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Mr. B. Lovegrove CC declared a non-registerable interest in agenda item 9 as he was in receipt of a County Council pension.

19. Presentation of petitions under Standing Order 35.

There were no petitions.

20. Health, Safety and Wellbeing Annual Report 2024-25.

The Committee considered a report of the Director of Corporate Resources which presented an overview of Health, Safety and Wellbeing performance during the period

2024-2025. This included details of the Council's overall position on Health, Safety and Wellbeing. A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i). In response to concern that mental health, work related stress or anxiety had been cited as a presenting issue in 82% of wellbeing cases, the Director assured members that the Wellbeing Service continued to deliver a range of support for employees which included advice and signposting, thirty minute talking sessions, and counselling programmes. Managers received training regarding managing stress at work in order to support employees within their teams. Employees could also be trained as an accredited Mental Health First Aider. The course taught individuals to recognise, understand, and respond to someone who was experiencing a mental health issue. Members were pleased that 85% of employees who had accessed wellbeing support were attending work whilst receiving that support. It was noted that the wellbeing service was crucial in supporting staff to continue to work and therefore contribute to service delivery.
- (ii). A question was raised regarding the support available for those staff who worked within services where trauma was prevalent, such as those in the Children and Families Services and Adults and Communities departments. These departments had reported the highest number of referrals to the Wellbeing Service. It was noted that supervision within those services was robust and that early intervention support was offered to staff who had reported wellbeing concerns or appeared to be struggling. The Health, Safety and Wellbeing Team would continue to encourage individuals to discuss mental health and would continue to support Departments and managers to promote the Wellbeing Service and other available interventions.
- (iii). It was noted that data relating to incidents which occurred at satellite sites, such as Children and Family Wellbeing Centres, continued to be collected and reported to departments as part of each quarterly and annual reporting processes.

RESOLVED:

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

21. National Joint Council Pay Award, Chief Officer Pay Award and Chief Executive Pay Award 2025-26.

The Committee considered a report of the Director of Corporate Resources which outlined the action taken by the Chief Executive in order to implement the nationally negotiated National Joint Council (NJC), Joint National Council (JNC) for Chief Officers, and Joint National Council for Chief Executive's pay award for the period 2025 to 2026 for all employees. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i). A question was asked regarding the approval process relating to pay awards. The Director stated that the Employment Committee was responsible for approving the implementation of pay awards. However, as the three pay awards had been agreed at a national level between meetings of the Committee, the Chief Executive agreed,

following consultation with the Chairman and Spokesmen of the Committee, to exercise his delegated powers in the event of matters of urgency. This had allowed employees to receive the appropriate pay increase for basic pay and back pay in August, with the increase for some allowances being paid in September. The report was being presented to the Committee for members to note the delegated action which had been undertaken by the Chief Executive.

- (ii). It was noted that although the Council had adopted local rather than national pay scales, it remained part of the national pay bargaining relating to pay awards and was committed to applying NJC and JNC pay awards to employees on grades 2 to 22 inclusive. If the Council was to pull out of the national pay bargaining process, it would be required to develop its own bargaining process and negotiate with trade unions at a local level.
- (iii). The rates of pay which had been implemented would be applicable until 31st March 2026. If there were any changes to local government pay or other related pay at a national level, this would be included within pay negotiations for the period 1st April 2026 to 31st March 2027.

RESOLVED:

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.

22. Review of Employer Discretions - Pension Regulations.

The Committee considered a report of the Director of Corporate Resources which sought approval for certain policy decisions afforded to the County Council as a scheme employer under the provisions of the Local Government Pension Scheme (LGPS). A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The Director outlined that the review of employer discretions relating to Shared Cost Additional Voluntary Contributions through a salary sacrifice scheme would enable individuals to make extra contributions towards their pension, whilst also allowing both individuals and employers to save on tax and National Insurance contributions. It was noted that additional voluntary contributions would not be matched by the employer.
- (ii) With regards to governance of the scheme, the Local Pension Committee was responsible for the management of the Leicestershire LGPS. The Committee's purpose was to safeguard and manage the assets held within the Fund. The Committee had a duty to determine the investment and funding strategy and all other relevant policies for the Fund and to deliver this in accordance with the best interests of Fund members.
- (iii) It was noted that an employee's pension would usually be payable from their Normal Pension Age which was linked to the State Pension Age. An employee could choose to retire and draw their pension at any time between age 55 and 75. HM Revenue and Customs (HMRC) rules regarding pension savings outlined limits on the amount of pension savings an individual could make within a year and the lump sum which could be taken before extra tax would be payable. There was no

limit on the amount of pension contributions an individual could make. However, individuals would not be in receipt of tax relief on contributions exceeding their taxable pay paid into their pension within a tax year. There were no restrictions in individuals drawing their pension and subsequently commencing further employment with the Council.

- (iv) In response to a question asked regarding national influence on local pension scheme investments, the Director stated that the Government was undertaking a consultation which included a proposal to boost LGPS investment within localities and regions in the UK by requiring administering authorities to set out their approach to local investment within their investment strategies.
- (v) A question was asked relating to the timing of the proposal to allow payment of Shared Cost Additional Voluntary Contribution via a salary sacrifice scheme and why it had not been proposed sooner. The Director agreed to provide members with this information to members following the meeting.
- (vi) It was suggested that it would be beneficial for members to receive an overview of the LGPS in order to provide a broader understanding of how the Scheme was managed and governed. The Director acknowledged this and agreed to provide all elected members with a briefing relating to the LGPS.

RESOLVED:

- (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.

23. Workforce Report 2025-26 - Quarter 1 Update.

The Committee considered a report of the Director of Corporate Resources which provided an update on workforce information and performance measures for Quarter 1 of 2025/26. This included details relating to headcount, Full Time Equivalent (FTE), absence rates and reason, and reported Annual Performance Reviews (APR). A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

In introducing the report, the Director stated that the recruitment process for a new Chief Executive had commenced. On 21 May 2025, John Sinnott had notified staff that he would be retiring at the end of November. The closing date for applications would be 19

October. A politically balanced Appointment Committee had been established and would be responsible for interviewing candidates for the role. Once a suitable candidate had been selected, the County Council would be asked to approve the appointment at its meeting on 3 December.

Arising from discussion, the following points were noted:

- (i). With regards to attendance management, the Director stated that return to work interviews continued to be conducted with staff by managers after any period of absence. Managers were responsible for applying the Council's Attendance Management Policy. The Policy provided a procedure framework for managers in order to support an employee where there were concerns regarding an employee's ability to carry out their role to a satisfactory level due to medical reasons. It was noted that managers were expected to apply the policy in a fair, consistent, and supportive manner, taking all reasonable steps to assist the employee in order to reach and maintain required levels of attendance and performance whilst balancing the need for service delivery. Where long-term illness impacted on an employee's ability to attend work and their ability to perform their role, it was expected that most cases would be resolved within 12 months. Where concerns continued, it could be necessary for the Council to consider terminating the employee's employment once the appropriate stage of the policy had been reached. The Director agreed to provide members with information relating to the number of employees dismissed due to poor attendance.
- (ii). The Children and Family Services Department had reported an increase of 48.18 FTE since the previous year, which was largely due to efforts to convert agency social workers to permanent positions. This came in response to new regulations which required agency workers to have three years of local authority employment. A question was raised regarding the cost of agency workers, across the Authority, compared to directly employed staff. The Director agreed to provide members with financial information relating to the cost of agency workers, following the meeting.
- (iii). A question was raised regarding the number of positions and departments which had been created over the previous three-year period. The Director agreed to provide the information to members, following the meeting.
- (iv). Concern was raised that some members of staff could continue to work at home whilst unwell. The Director acknowledged this concern but stated that some staff could feel able to complete certain tasks at home during sickness or following an injury. Managers were expected to have reasonable and supportive conversations with members of staff regarding this decision. It was noted that issues such as this would be part of a review of workforce related issues which was due to be undertaken by the Council.
- (v). A member asked a question in relation to a small number of hate incidents which had taken place at County Hall in recent years, specifically regarding whether any further incidents had been reported and whether the incidents had led to staff absence. The Director outlined that it was not possible to correlate absence to specific incidents and that no incidents had been reported over the previous 12 month period.

RESOLVED:

- (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 financial information relating to agency workers.
- (c) 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.

24. Organisational Change Policy and Procedure: Action Plans.

The Committee considered a report of the Chief Executive which presented the current Action Plans which contained provision for compulsory redundancy and details of progress made with their implementation. A copy of the report marked 'Agenda Item 11' is filed with these minutes.

RESOLVED:

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

25. Date of Next Meeting.

RESOLVED:

That the next meeting of the Committee would be held on 4 December 2025.

26. Exclusion of the Press and Public.

RESOLVED:

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.

27. Working Arrangements Policy and Guidance.

The Committee considered an exempt report of the Director of Corporate Resources which sought approval to begin consultation on a new Working Arrangements Policy and guidance. A copy of the report, marked 'Agenda Item 15', is filed with these minutes.

The Director responded to questions regarding a proposed Working Arrangements Policy and guidance. In particular, proposed changes to the amount of time staff would be expected to work from a County Council base. It was noted that the proposed policy and guidance would aim to provide greater clarity and consistency in working arrangements across the Council, reflecting operational needs, employee expectations, and external influences. The proposed changes would be subject to consultation with staff and trade

unions. Following this, a phased implementation was anticipated, with departmental leads supporting transition and communication.

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

RESOLVED:

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

10.00 - 11.56 am
18 September 2025

CHAIRMAN

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EMPLOYMENT COMMITTEE: 4 DECEMBER 2025

PAY POLICY STATEMENT 2026/27

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to seek the approval of the Employment Committee for the Council's Pay Policy Statement for 2026/27, for submission to the full County Council at its meeting on 18 February 2026. The Pay Policy Statement is appended to this report.

Background

2. On 15th November 2011 the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year which must be approved by the full County Council.
3. This statement must set out the Council's policies in relation to:
 - (a) The remuneration of its chief officers;
 - (b) The remuneration of its lowest-paid employees; and
 - (c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2026/27 on or before 1st April 2026.

Key Points

6. The proposed Pay Policy Statement attached sets out:
 - The Council's approach to job evaluation and grading of posts;
 - Additional payments that employees are eligible to receive, such as night enhancement, overtime;
 - The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce, excluding schools but including ESPO) which is 1:6.82.
 - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;

- The Council's approach to the re-engagement of former employees.
7. The most recently revised pay structure took effect from 1 April 2019, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2019/20 were met.
 8. At the time of writing, the 2025/26 pay structure is in place for employees on National Joint Council (NJC) terms and conditions, Chief Executive's terms and conditions and Joint Negotiating Committee for Chief Officer (JNC) terms and conditions. This pay structure incorporates the respective, nationally agreed pay awards of 3.2% which were applied to grades 2 to 22 inclusive in August 2025, following consultation with the Chairman and Spokesmen of the Employment Committee.
 9. The Employment Committee will be advised of the 2026/27 pay structure, incorporating the NJC and JNC pay awards for 2026/27 once agreement between the national employers and trade unions has been reached.

Recommendations

10. The Committee is asked to approve the Pay Policy Statement for 2026/27 for submission to Full County Council.

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None

Equalities implications

13. An Equal Pay Audit was presented to the Employment Committee in May 2024.

Human Rights Implications

14. There are no human rights implications arising from the recommendation in this report.

Officer to Contact:

Lucy Littlefair
 Assistant Director, People, Property and Transformation
 Leicestershire County Council
 Tel: 0116 305 6123
 Email: lucy.littlefair@leics.gov.uk

Appendix A

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Pay Policy Statement - 2026/2027

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Purpose

As a responsible employer Leicestershire County Council is committed to delivering a fair, equitable and transparent policy covering pay and other employee benefits which improves flexibility in delivering services and provides value for money.

Within the framework of its terms and conditions of employment, the Council aims to develop and maintain appropriate pay systems and benefit packages to attract and retain motivated, flexible people who take responsibility, work as a team, improve performance and acquire new skills.

This Pay Policy Statement sets out the Council's policies relating to the pay of its workforce for the period from 1st April 2024 to 31st March 2025, in particular the:

- Remuneration of chief officers;
- Remuneration of the lowest-paid employees;
- Relationship between the remuneration of chief officers and employees who are not chief officers.

The statement meets the Council's obligations under the Localism Act 2011 and will enable the elected members of the Council to make decisions on pay.

The Council's Pay Policy Statement will be agreed by Full Council before the beginning of each financial year and will then be published on the County Council's website ([Click here](#)). The statement may also be amended by Full Council during the course of the year if necessary.

Scope

This statement applies to all employees of Leicestershire County Council employed under the conditions of service of the following bodies:

- National Joint Council for Local Government Services;
- Joint Negotiating Committee for Chief Officers of Local Authorities;
- Joint Negotiating Committee for Local Authority Chief Executives;
- School Teachers' Pay and Conditions (for Centrally Employed Teachers);
- Soulbury Committee.

It is not applicable to employees based in schools and colleges with delegated budgets.

Definitions

For the purposes of this Pay Policy Statement the following definitions will apply:

Remuneration

This includes three elements:

- Basic salary;
- Pension;
- Any other allowances arising from employment.

Chief Officers

Under the Localism Act 2011 a Chief Officer is defined as:

- The head of the Council's paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- Its monitoring officer designated under section 5(1) of that Act;
- A statutory chief officer mentioned in section 2(6) of that Act;
- A non-statutory chief officer mentioned in section 2(7) of that Act;
- A deputy chief officer mentioned in section 2(8) of that Act.

In Leicestershire County Council this definition would apply to the posts set out in [Appendix A](#).

Definition of a Day's Pay

The definition of a day's pay is the hours worked on the day multiplied by the employee's hourly rate of pay.

Lowest Paid Employees

This refers to employees on Grade 2, Pay Point 2. This definition has been adopted as it is the lowest level of remuneration attached to a post within the Council. The lowest pay point value with effect from 1 April 2025 is £ 12.65, which exceeds the projected National Living Wage rate at that date.

Pay and Grading Structure

The grading of all posts in the Council, except Centrally Employed Teachers, is determined using the nationally recognised Hay Job Evaluation Scheme. This is in order to ensure that all posts are graded and therefore rewarded financially through a fair and non-discriminatory process, that there is consistency in treatment between posts and that the Council complies with equal pay legislation. The scheme is an analytical one that takes into consideration three key elements of a post:

- Know How - the levels of knowledge, skill and experience (gained through work experience, education and training) which are required to perform the job successfully;
- Problem Solving - the complexity of thinking required to perform the job when applying Know How;
- Accountability - the impact the job has on the organisation and the constraints that the job holder has on acting independently.

Part of the guidance from Hay when introducing the scheme was that there should be a minimum of a 33.3% differential between the Chief Executive and the highest paid Chief Officer.

Basic pay is paid in accordance with the evaluated grade of the post. Each grade comprises a range of pay points. A copy of the Council's pay and grading structure is attached at [Appendix B](#).

The introduction of the National Living Wage with effect from 1 April 2016 had a substantial impact upon the Council's pay structure, in particular the lowest pay grades. This was further compounded by the implementation of subsequent pay awards which followed the national pay awards made by the NJC. From 1st April 2019, a revised pay structure was established which ensured that the provisions set out by the NJC pay award for 2019/20 were met. The Council's revised pay structure also addressed several other priorities including the introduction of meaningful progression, addressing some of the Council's recruitment and retention challenges, and some ability to accommodate future pay awards as appropriate.

Annual pay awards for all employees except Centrally Employed Teachers and those employed on Soulbury Committee conditions will be agreed by Employment Committee having regard to any agreement reached by the relevant national negotiating bodies. The current pay award for all employees up to and including Grade 17 follows the national award made by the National Joint Council for Local Government Employees and covers the period up to 31 March 2026.

A pay award covering the same period was agreed for employees on Joint Negotiating Committee (JNC) terms and conditions for Chief Executives.

For employees on JNC terms and conditions for Chief Officers, a pay award of 3.2% was agreed for the period up to 31 March 2026.

Annual pay awards for centrally employed teachers and those on Soulbury Committee conditions will be in accordance with those agreed by the respective national bodies.

Details of the national pay scales for Centrally Employed Teachers are available on the [Gov.uk website](https://www.gov.uk).

Employees in post when a pay award is due but who subsequently leave the Council before it is implemented are entitled to receive the difference in pay. To claim backdating from their date of leaving they must contact the Employee Service Centre.

Details of senior management remuneration are published annually on the Council's website as part of this Pay Policy Statement and in the [Council's Statement of Accounts](#). A copy of the information for 2025/2026 contained in the Pay Policy Statement is attached at [Appendix A](#).

The 'pay multiple' - the ratio between the highest paid full-time equivalent (FTE) salary (Grade 22) and the median average salary of the Council's workforce – is 1:6.82 (excluding schools).

Remuneration on Appointment

All employees are usually appointed to the minimum pay point applicable to the grade of the post. If the employee is already being paid above the minimum pay point, managers have discretion in some circumstances to appoint to a higher pay point, subject to the maximum of the grade.

Where it is necessary for a newly appointed employee to relocate in order to take up a post, the Council may make a contribution towards the reimbursement of relocation expenses in line with the Relocation Policy.

Employment Committee is given the opportunity to consider salary packages over £100,000 before new posts are established and advertised.

Market Supplements

There is provision for the award of market supplements where a job has been evaluated under the Hay Job Evaluation Scheme and the resulting salary is proven to be out of step with the market rate for the job. The award of market supplement is subject to the agreement of the Chief Executive in consultation with the Chairman or Vice Chairman of the Employment Committee. If approved, market supplements are awarded for a period of up to three years. Details of the scheme can be found in the Council's Recruitment and Retention Incentives Policy.

Incremental Progression

Centrally Employed Teachers

A locally agreed Pay Policy for Centrally Employed Teachers has been in place since April 2014.

Soulbury Employees

Employees covered by the Soulbury Agreement are eligible to receive annual increments on 1st September each year until they reach the maximum for the grade of their job.

Other Employees

Subject to one year's satisfactory service in the grade, employees are eligible to receive annual increments on 1st April each year until they reach the maximum pay point for the grade of their job. Where circumstances warrant, accelerated increments may be granted by a Chief Officer.

Career Graded Posts

Employees subject to career grade schemes will progress in line with the arrangements for that post.

Additional Payments

Employees are eligible to receive a flat-rate enhancement for working at night.

Employees are eligible to receive enhancements for working on public holidays.

Employees in posts graded 1-9 who work additional hours are eligible to receive payment at plain time rate for hours worked; employees in Grades 10-14 who work additional hours are not eligible to be paid, but may receive time off in lieu (other than in exceptional circumstances, as set out in the Council's Smarter Working Policy); and for employees in Grades 15 and above, there is no entitlement to pay or time off in lieu for working additional hours. Details of these provisions are set out in the Council's Pay Arrangements Policy.

Employees required to "sleep in" on the premises receive an allowance as agreed by the National Joint Council for Local Government Services.

Employees required to participate in a standby rota due to the nature of their job will receive an allowance based on that agreed by the National Joint Council for Local Government Services as part of the annual pay award.

Other Allowances

All senior officers on grade 18 and above receive allowances as detailed in the Conditions of Service of the Joint Negotiating Committee for Chief Officers of Local Authorities and the Joint Negotiating Committee for Local Authority Chief Executives.

However, where these conditions are silent, or do not cover an allowance or process, the Chief Executive and senior officers receive the same as those employees covered by the National Joint Council for Local Government Services.

A copy of the School Teachers' Pay and Conditions document can be found on the [Gov.uk website](https://www.gov.uk). Copies of the conditions of service for all other employees covered by this statement can be requested from the [Local Government Association](https://www.local.gov.uk).

Professional Fees

The Council reimburses annual registration or comparable fees to employees who are unable to practise their professions unless such fees are paid. Professional fees are also paid to employees who are being sponsored to undertake training leading to a professional qualification. However, once the qualification has been gained, the individual will become responsible for paying their own professional fees.

The Council pays the annual subscription for Chief Officers to Societies of Chief Officers and similar organisations.

Car Allowances

All posts, including Chief Officers, within Leicestershire County Council may claim mileage paid at HRMC rates for business travel. The Council operates a car benefit salary sacrifice scheme, open to all eligible employees.

First Aid Allowances

Employees who are classified as a 'designated first-aider' are eligible to receive an allowance.

All designated first-aiders (but not appointed persons) will receive an allowance of 1% of the salary for pay point 5, pro rata to hours worked. The allowance will not be used in calculating any enhancements.

Bonus Payments

The Council does not pay any group of employees a bonus.

Pension Benefits

Centrally Employed Teachers

All Centrally Employed Teachers are eligible to join the Teachers' Pension Scheme. Employees within Leicestershire Youth Service and Leicestershire Adult Learning Service may also join if their role gives eligibility to join the scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on the [Teachers' Pension Scheme website](#).

Other Employees

All employees under the age of 75 are eligible to join the Local Government Pension Scheme. The scheme is a statutory scheme with contributions from employees and employers. Details of the scheme can be found on the [Leicestershire County Council Pension Fund](#) site.

The scheme allows for the exercise of discretion on the enhancement of retirement benefits. The Council will consider each case on its merits but has determined that its usual policy is not to enhance benefits for any of its employees.

The scheme provides for flexible retirement. To be eligible to request flexible retirement, the Council requires that an employee must either reduce their working hours by a minimum of 40% and/or be appointed to a post on a lower grade. In applying this provision no distinction is made between employees.

Under the Local Government Pension Scheme, employees who return to work after drawing their pension will not have their pension abated (i.e. reduced or suspended) except where they have been previously awarded "added years".

The Council does not award "added years" to employees and has not done so since 2006.

Honoraria

Subject to certain conditions, employees (excluding Centrally Employed Teachers) who are temporarily required to undertake some or all of the duties of a higher graded post are eligible to be paid an honorarium. Details of the scheme can be found in the Council's Honorarium and Acting-Up Policy and Procedure.

Salary Protection

Details of the Council's salary protection provisions that apply to employees who are redeployed into a new post as a result of organisational change can be found in the Council's Organisational Change Policy and Procedure.

Details of the Council's salary protection provisions that apply to employees whose post is downgraded as a result of a grading review can be found in the Council's Job Evaluation Guidance.

The provisions relating to safeguarding (pay protection) set out in the School Teachers Pay and Conditions Document apply to centrally employed teachers. Other Council employees are eligible to receive salary protection for a period of up to one year if they are redeployed into a lower-graded post, with the amount of protection depending on the difference between the grades of their former job and new job.

Severance Payments

Early Retirement (Efficiency of Service)

The Local Government Pension Scheme allows employers certain discretionary powers but the Council's usual policy is not to enhance pension benefits for any employee. Therefore, there are no provisions for employees to seek early retirement on the grounds of efficiency of the service.

Redundancy

The Council has a single redundancy scheme which applies to all employees. Redundancy payments are calculated in accordance with the Employment Rights Act 1996 and the 2006 Discretionary Compensation Regulations and are based on the employee's age, length of continuous local government service and salary. Details of the redundancy scheme can be found in the Council's Organisational Change Policy and Procedure.

The Council does not provide any further payment to employees leaving the Council's employment other than in respect of accrued annual leave.

Employees who have TUPE transferred into the Council on redundancy terms which are more favourable than those detailed above will retain these provisions as per TUPE legislation.

Full Council will be given the opportunity to vote on severance packages over £100,000 before they are approved.

Special Severance Payments

Special severance payments (additional, discretionary sums paid on top of statutory and contractual redundancy or severance terms including, any payments reached under a settlement agreement and certain PILON payments) of £100,000 and above must be approved by a vote of full council.

Special severance payments of £20,000 and above, but below £100,000, must be personally approved and signed off by the Head of Paid Service, with a clear record of the Leader's approval and that of any others who have signed off the payment.

Special severance payments below £20,000 must be approved according to the Council's scheme of delegation.

Re-Engagement of Employees

Where employees have left the Council's employment due to voluntary redundancy (with or without release of pension benefits) or settlement agreement within the last

12 months, re-engagement will only be considered in exceptional circumstances where there is a business-critical reason. Details can be found in the Council's Policy on the Re-Engagement of Former Employees¹.

The above restriction does not apply where an employee was dismissed on the grounds of voluntary redundancy but without an entitlement to a redundancy payment and/or pension benefits, or where an employee was made compulsorily redundant.

Where it is agreed that a former employee should be offered re-employment with the Council during the 12 month non re-engagement period, the individual will be required to repay either all or a proportion of the severance payment received from the Council. The amount to be recovered will depend on the time that has elapsed since they received the payment. The individual must be advised of this requirement when they are provisionally offered the post.

Any necessary adjustments to pension would be made in accordance with the scheme regulations.

Employees who are offered another post with any organisation covered by the Modification Order Act prior to their redundancy leaving date and commence this post within 4 weeks of that date are not eligible to receive their redundancy payment.

Publication and Access to Information

This Pay Policy Statement will be published on the Council's website, together with the Council's pay and grading structure and information relating to senior management remuneration.

¹ Please note that the term voluntary redundancy does not apply to those employees who have volunteered to be made compulsorily redundant.

Appendix A - Senior Management Remuneration 2025/2026

The information below shows the total pay received by Senior Officers (as defined in the Localism Act) within the County Council for the financial year 2025/26. It does not include Head Teachers. The figures include taxable benefits i.e. lease car payments made for these positions during the year 2025/26.

All the jobs listed below have been ranked in terms of level of responsibility within a job evaluation framework applied to all County Council employees (excluding teaching staff). Rates of pay have then been determined with reference to market rates within similar local government authorities.

Post title	Total Pay £'000
Chief Executive's Department	
Chief Executive	234
Director of Law and Governance	156
Assistant Chief Executive	98
Public Health	
Director of Public Health	156
Assistant Director – Commissioning	107
Assistant Director – Delivery	107
Corporate Resources	
Director of Corporate Resources – S151 Officer	146
Assistant Director – IT, Comms, Commercial & Customer Services	138
Assistant Director – Finance, Transformation & Commissioning	125
Assistant Director – People, Property, and Business Services	122
Children and Family Services	
Director of Children & Family Services	156
Assistant Director - Targeted Early Help and Children's Social Care	138
Assistant Director – Education, SEND, and Inclusion	111
Adults and Communities	
Director of Adults and Communities	156
Assistant Director – Access, Integration, and Prevention	111
Assistant Director – Operational Commissioning	111
Assistant Director - Strategic Commissioning	107
Environment and Transportation	
Director of Environment and Transportation	156
Assistant Director	138
Assistant Director - Highways and Transport Operations	111
Assistant Director	111
Eastern Shires Purchasing Organisation (ESPO)	
Director of ESPO	156
Assistant Director - Procurement & Compliance	111

Assistant Director - Operations	111
Assistant Director – Business Development & Growth	102

Appendix B - Pay and Grading Structure

Leicestershire County Council Grade Structure

April 2025 - March 2026

Grade	Pay Point	From 1 April 2025	
		Salary	Hourly Rate
2	1	£24,423	£12.65
	2	£24,423	£12.65
3	3	£24,423	£12.65
	4	£24,582	£12.73
4	5	£24,804	£12.85
	6	£24,999	£12.95
5	7	£25,191	£13.05
	8	£25,590	£13.25
6	9	£25,995	£13.46
	10	£26,409	£13.68
7	11	£26,832	£13.90
	12	£27,261	£14.12
	13	£27,702	£14.35
	14	£28,146	£14.58
8	15	£28,605	£14.82
	16	£29,547	£15.30
	17	£30,030	£15.55
	18	£31,029	£16.07
9	19	£32,070	£16.61
	20	£32,601	£16.89
	21	£33,708	£17.46
	22	£34,359	£17.80
10	23	£35,451	£18.36
	24	£36,612	£18.96
	25	£37,836	£19.60
	26	£39,165	£20.29
11	27	£39,939	£20.69
	28	£40,791	£21.13
	29	£41,706	£21.60

	30	£42,699	£22.12
12	31	£43,860	£22.72
	32	£45,084	£23.35
	33	£46,401	£24.03
	34	£47,829	£24.77
13	35	£49,221	£25.49
	36	£50,670	£26.25
	37	£52,194	£27.03
	38	£53,826	£27.88
14	39	£55,443	£28.72
	40	£57,213	£29.63
	41	£59,088	£30.61
	42	£61,116	£31.66
15	43	£63,027	£32.65
	44	£65,043	£33.69
	45	£67,146	£34.78
	46	£69,342	£35.92
16	47	£72,024	£37.31
	48	£74,874	£38.78
	49	£77,922	£40.36
	50	£81,300	£42.11
17	51	£84,810	£43.93
	52	£88,488	£45.83
	53	£92,352	£47.84
	54	£96,405	£49.93
18	55	£98,673	£51.11
	56	£102,810	£53.25
	57	£107,106	£55.48
	58	£111,606	£57.81
19	59	£122,883	£63.65
	60	£125,973	£65.25
	61	£131,808	£68.27
	62	£138,090	£71.53
20	63	£142,404	£73.76
	64	£146,928	£76.10
	65	£151,713	£78.58
	66	£156,855	£81.25

21	67	£154,227	£79.88
	68	£161,223	£83.51
	69	£168,540	£87.30
	70	£176,202	£91.27
22	71	£205,686	£106.54
	72	£212,913	£110.28
	73	£220,500	£114.21
	74	£234,171	£121.29



EMPLOYMENT COMMITTEE: 04 DECEMBER 2025

WORKFORCE REPORT 2025 – 2026 QUARTER 2 UPDATE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to provide the Committee with an update on workforce information and performance measures for Quarter 2 of 2025/2026. This includes details relating to headcount, Full Time Equivalent (FTE), absence rates and reason, and reported completion of Annual Performance Reviews (APR).

Policy Framework and Previous Decisions

2. These procedures are governed by employment legislation and HR policy and procedures.
3. The Committee considered the Annual Workforce Report 2024/2025 on 22 May 2025 and Workforce Report Q1 2025-2026 Update on 18 September 2025.

Background

4. Background figures along with current performance is contained within the appendix of this report.

Headcount and FTE

5. This includes employees on Leicestershire County Council terms and conditions, excluding maintained Schools. As of October 2025, the Council's headcount was 5869, which is a full time equivalent (FTE) of 4893.2.
 - Chief Executive's (297 headcount, 266.73 FTE)
 - Environment and Transport (1,043 headcount, 869.74 FTE)
 - Children and Family Services (1,572 headcount, 1393.84 FTE)
 - Public Health (171 headcount, 158.41 FTE)
 - Corporate Resources (1,304 Headcount, 1027.23 FTE)
 - Adults and Communities (1,482 Headcount, 1177.25 FTE).
6. The Council has experienced an increase in both headcount (16) and FTE (80.59 FTE) compared to this time last year.

7. In addition, a graphical representation of the changes at organisational level, along with a description of the headcount and FTE definition, can be found at Graphs 1 and 2 of the appendix. Key points of note are as follows:
 - Corporate Resources has seen a reduction of 103 headcount and 46.81 FTE since last year, primarily due to school kitchen staff transferring to new suppliers under TUPE arrangements.
 - Children and Family Service has increased by 112 headcount and 116.95 FTE since last year. This is largely due to efforts to convert agency social workers to permanent positions, in response to new regulations requiring agency workers to have three years of local authority employment. The new pay cap for agency rates, which completed in October 2025 (e.g. Senior social worker Level 3 capped at £38 per hour in this region), has also influenced the rise in headcount.
8. Further detail on the departmental changes can be found at Graphs 3 and 4 of the appendix.

Absence

9. As of October 2025, the Council's sickness absence rate was 3.48%, which equates to an average of 9.07 days lost per full-time employee. This remains above the Council's target of 7.5 FTE days lost (approx. 2.88%).
10. The Council is performing better than the NHS (4.07%) and public sector employers (3.8%), but above private sector services (2.80%) and UK employers overall (3.3%) sickness absence averages. Further information can be found at Graph 5 and Tables 1 and 2 of the appendix.
11. The Council's departmental performance is as follows:
 - Adults and Communities (4.29%)
 - Chief Executive's (1.58%)
 - Children and Family Services 3.27%
 - Corporate Resources 3.36%,
 - Environment and Transport 3.51%
 - Public Health 3.04%.
12. Managers continue to actively manage any absences, conducting return to work interviews, monitoring the time, length and reasons for absence, referring individuals to Occupational Health, and following the informal and formal elements of the Council's Attendance Management Policy.
13. Stress, depression, and mental health remain the leading causes of long-term sickness absence within the organisation and the Council is committed to continuing to provide current targeted support and counselling interventions. Short-term absences are most frequently attributed to Covid-19, coughs, colds, and flu.
14. As of October, The Council had 523 employees being actively managed within attendance management process. Further detail can be found at Graph 8 of the appendix.

Employment Relations

15. The Council continues to report anonymised numbers of open case management activity from 01 April 2025. It shows that the Authority has a low number of formal cases i.e. grievance and disciplinary and is proactive in managing capability i.e. performance and attendance cases. Further detail can be found at Graphs 7 and 8 of the appendix.

Annual Performance Reviews (APR)

16. As of October 2025, the online recording process is reporting a 59% APR completion rate. This is likely to be an under-representation of the number of staff who have had their yearly performance review as the APR paperwork and meeting is not recorded on a system, however managers are asked to update an employee's HR record with the date that the meeting took place. As this is a separate task, unfortunately some managers forget to complete the final part of the process. Departmental performance is shown below:
- Adults and Communities - 59.9%
 - Chief Executive's recorded - 40.1%
 - Children and Family Services - 54.2%
 - Corporate Resources - 54.0%
 - Environment and Transport - 72.3%
 - Public Health - 71.2%.
17. These figures highlight where there is a need to focus improvement. Further detail can be found at Graphs 9 and 10 of the appendix.
18. In order to address this issue, HR is working on a solution to simplify both the recording and reporting processes. This includes the implementation of automated reminders, which will help ensure all APRs are promptly and accurately captured in the system. The aim of this initiative is to enhance compliance and offer a more streamlined and effective approach to managing performance reviews. This work is expected to be completed by April 2026, aligning with the new financial year and the requirements for next year's reporting.

Resource Implications

19. There are no resource implications arising from the recommendations of this report.

Timetable for Decisions

20. Not applicable.

Recommendations

21. It is recommended that Employment committee note the content of the Workforce Quarter 2 Report 2025-2026.

Background Papers

- 22. People Strategy 2024-2028 paper – 23 May 2024:
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7424&Ver=4>
- 23. Workforce Report – Annual Report 2024/2025 – 22 May 2025
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7897&Ver=4>
- 24. Workforce Report - 2024/2025 Quarter 1 – 18 September 2025
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7898&Ver=4>

Circulation under the Local Issues Alert Procedure

- 25. None.

Equality Implications

- 26. A breakdown of workforce by protected characteristic was reported in February 2025 and is planned to be reported annually to the Employment Committee as part of a Workforce Update, following 1 January each year, along with other statutory Equality reporting requirements.

Human Right Implications

- 27. The Department has worked on reporting HR cases from 01 April 2025 which is now included within the report.

Appendix

Workforce Data Analysis and Trends

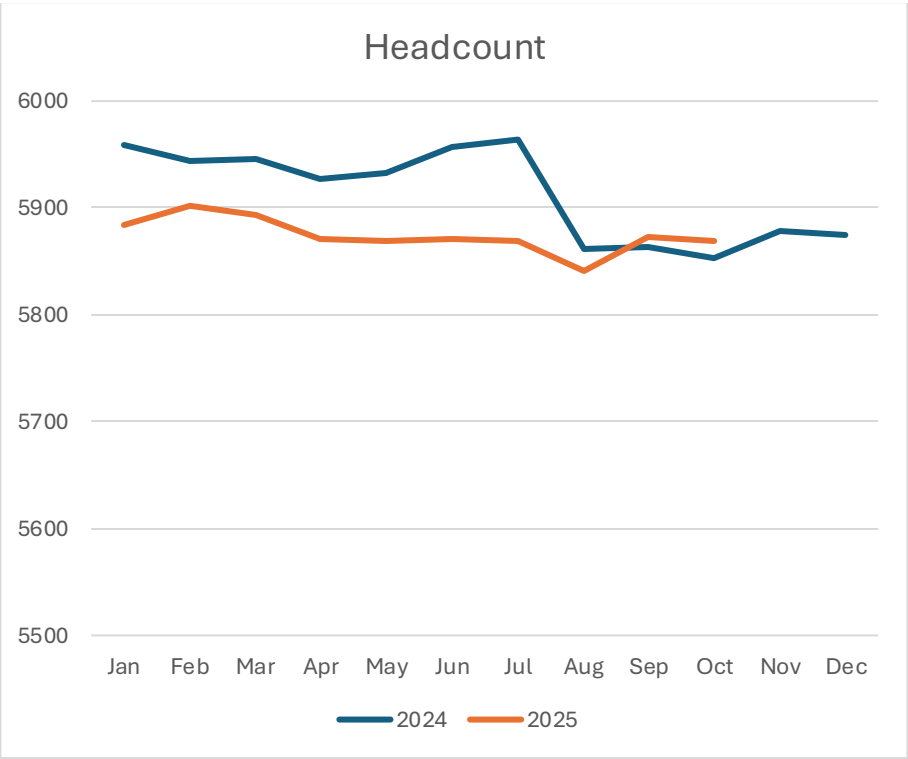
Officer to Contact

Lucy Littlefair
Assistant Director (Corporate Services)
Tel: 0116 3056123
Email: lucy.littlefair@leics.gov.uk

Andrew Stewart
Head of People Services
Tel: 0116 3055924
Email: andrew.stewart@leics.gov.uk

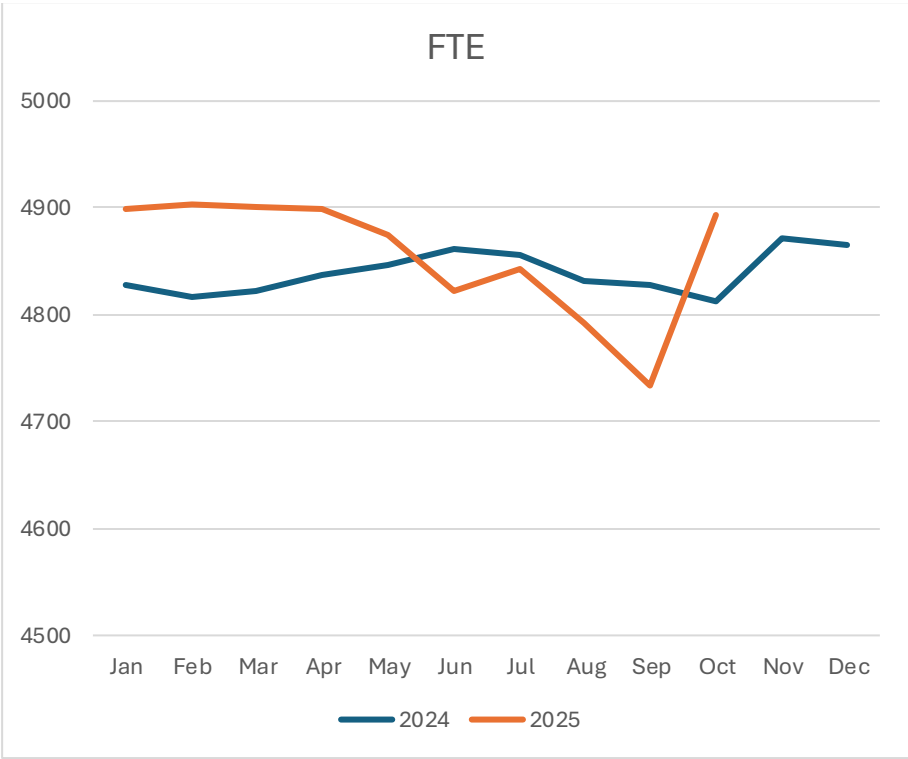
Appendix - Workforce Data Analysis and Trends

Leicestershire County Council (LCC) Headcount and FTE



Graph 1

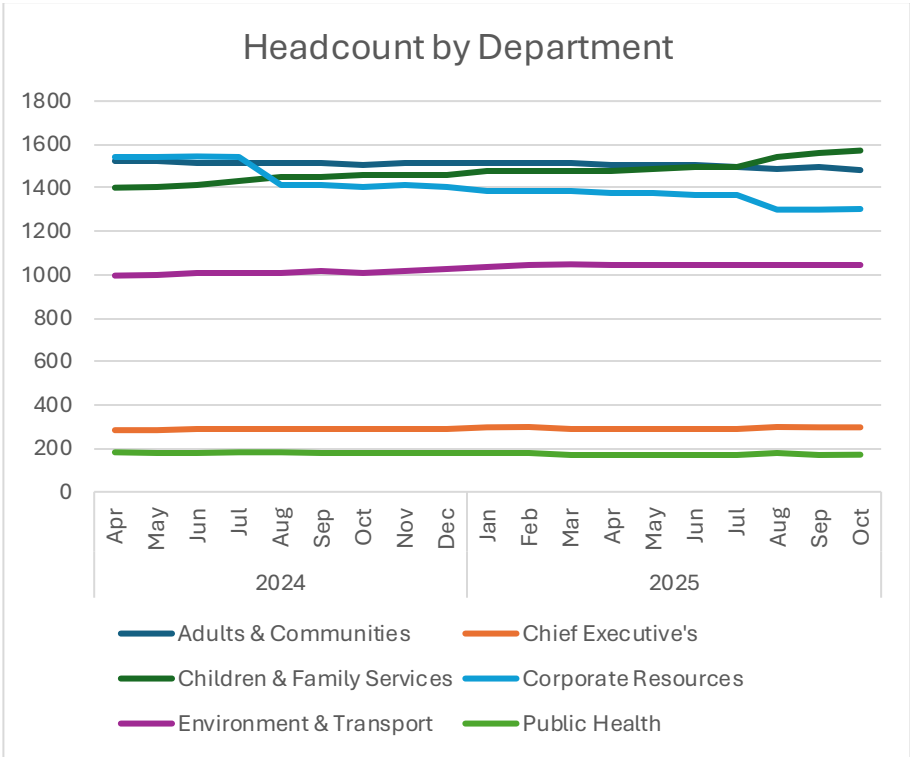
Headcount refers to the total number of LCC employees. It provides a snapshot of workforce size,



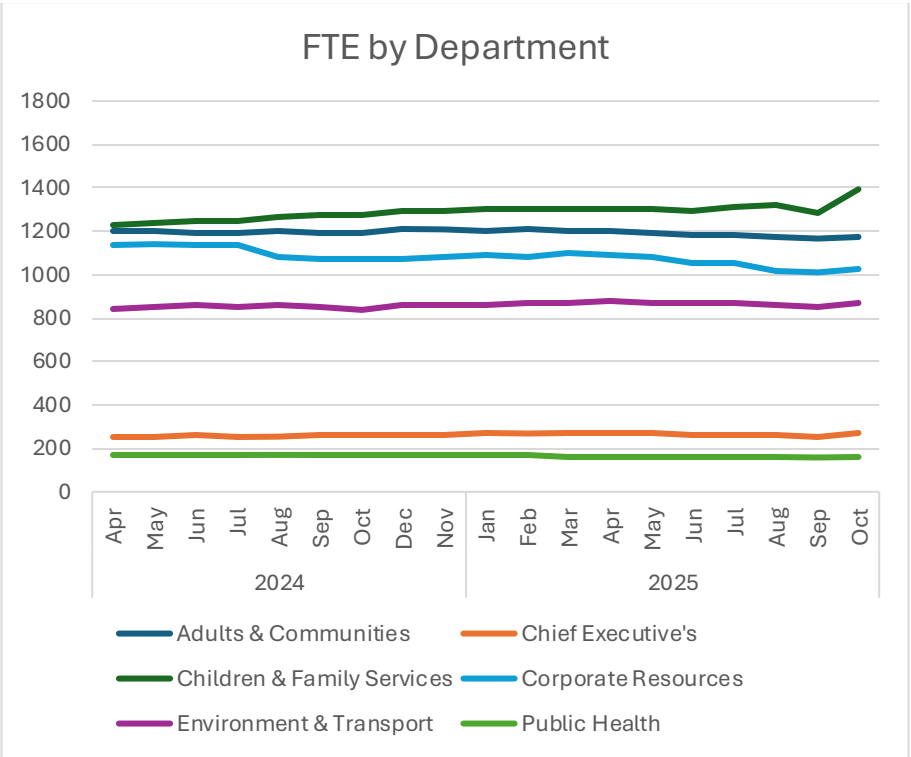
Graph 2

Full Time Equivalent (FTE) is a metric that represents the total number of hours worked by employees, converted into the equivalent number of full-time employees based on a standard 37 hour work week. This helps understand the actual workforce capacity, regardless of part-time or variable working hours.

Departmental Headcount and FTE

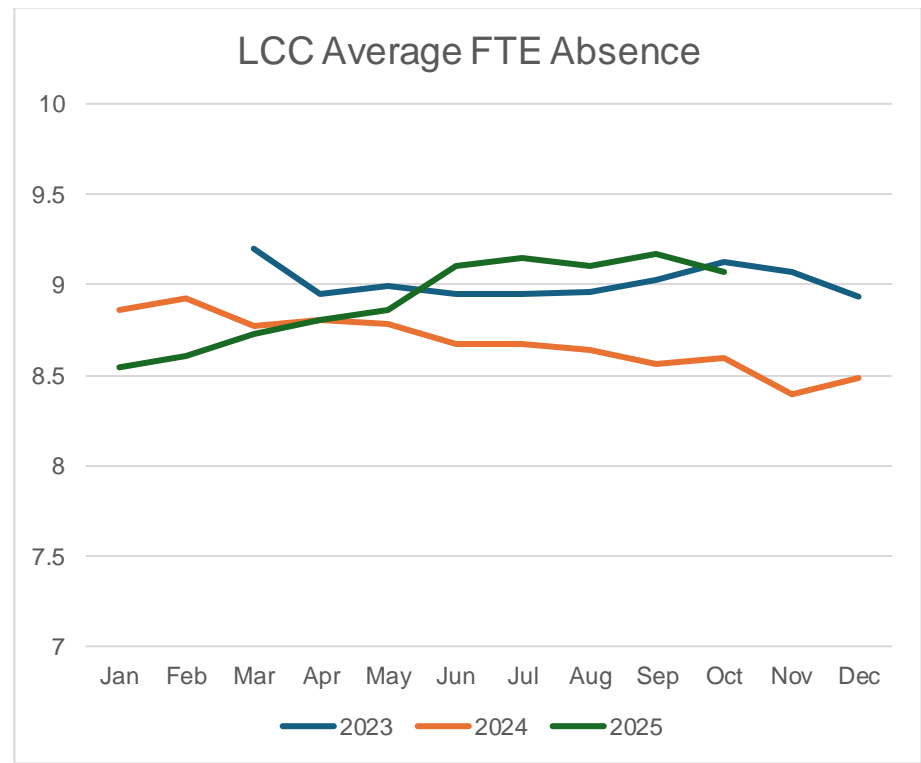


Graph 3



Graph 4

LCC Absence Trends



Graph 5

LCC Average FTE Absence by Month	2023	2024	2025
Jan	9.01	8.86	8.54
Feb	9.14	8.92	8.60
Mar	9.20	8.78	8.73
Apr	8.94	8.80	8.80
May	8.99	8.78	8.86
Jun	8.94	8.67	9.10
Jul	8.95	8.67	9.14
Aug	8.96	8.63	9.10
Sep	9.03	8.57	9.17
Oct	9.12	8.60	9.07
Nov	9.07	8.39	Intentionally blank
Dec	8.93	8.49	Intentionally blank

Table 1

Public sector methodology for calculating absence: **The average number of days lost to sickness per Full-Time Equivalent (FTE) over a 12 month rolling period.**

LCC Absence Benchmarking Comparators

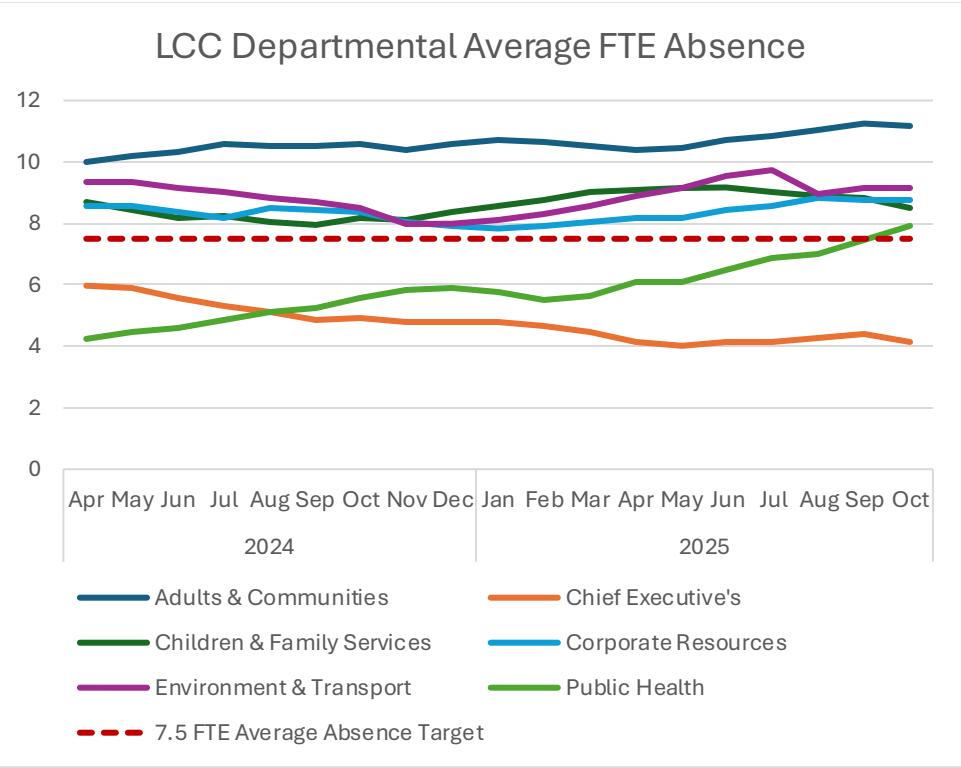
Absence Benchmark comparison	LCC Average FTE days lost (% Equivalent)	FTE days lost equivalent to % Sickness Absence
Leicestershire County Council (Oct 2025)	9.07	3.48%
Leicestershire County Council Target	7.50	2.88%
NHS ¹ (May 2025)	10.61	4.07%
Average absence for All Sectors (April 2025) ²	8.60	3.30%
Average absence Manufacturing and Production (April 2025) ²	8.08	3.10%
Average absence Private Sector Services (April 2025) ²	7.30	2.80%
Average absence Public Services (April 2025) ²	9.90	3.80%

Table 2

¹ May 2025 Figures, reporting 4.07% which is the equivalent of 12.84 FTE days lost <https://digital.nhs.uk/data-and-information/publications/statistical/nhs-sickness-absence-rates/may-2025>

² Brightmine Sickness Absence Rates and Management 2025 Research <https://hrcentre.uk.brightmine.com/survey-analysis/sickness-absence-rates-and-management-research-2025/167625/>

Q2 2025/26 Departmental Absence Trends



Graph 6

LCC Average FTE Absence by Month	Adults & Communities	Chief Executive's	Children & Family Services	Corporate Resources	Environment & Transport	Public Health
Nov-24	10.42	4.80	8.10	8.06	8.01	5.85
Dec-24	10.62	4.80	8.39	7.91	7.99	5.87
Jan-25	10.71	4.77	8.57	7.83	8.08	5.75
Feb-25	10.63	4.63	8.74	7.90	8.28	5.49
Mar-25	10.55	4.48	9.03	8.01	8.55	5.64
Apr-25	10.39	4.16	9.06	8.20	8.91	6.10
May-25	10.44	4.02	9.13	8.16	9.18	6.08
Jun-25	10.74	4.15	9.17	8.46	9.52	6.50
Jul-25	10.83	4.17	9.00	8.54	9.73	6.85
Aug-25	11.02	4.25	8.91	8.83	8.94	7.01
Sep-25	11.25	4.40	8.81	8.76	9.15	7.43
Oct-25	11.19	4.11	8.51	8.75	9.16	7.92

Oct-25 % Sickness Absence	4.29%	1.58%	3.27%	3.36%	3.51%	3.04%
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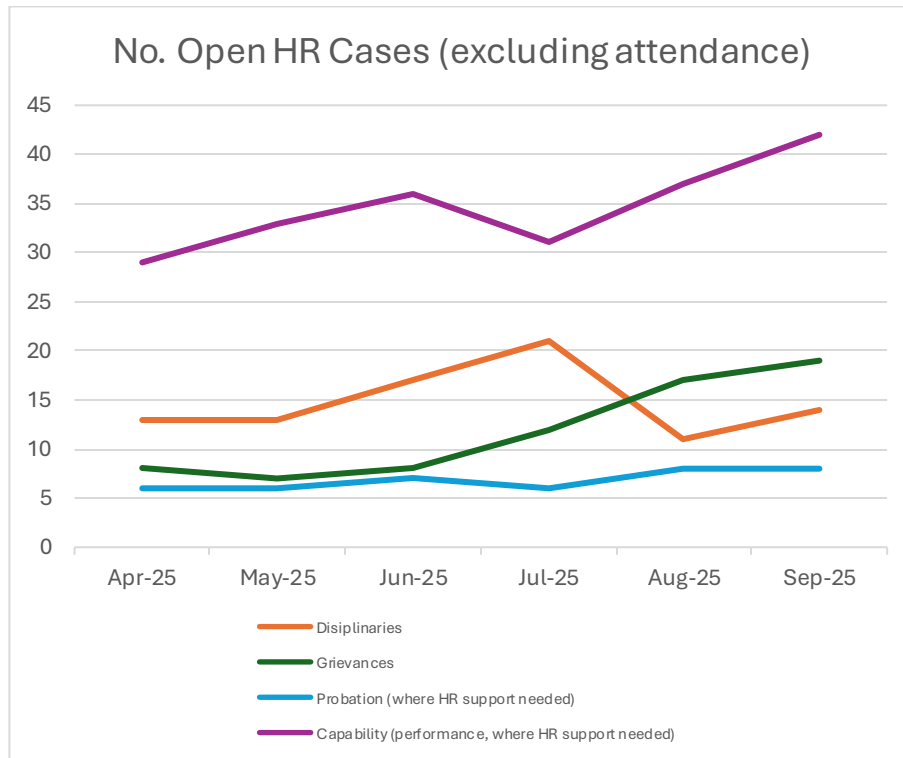
Table 3

Q2 2025/26 Absence Reason

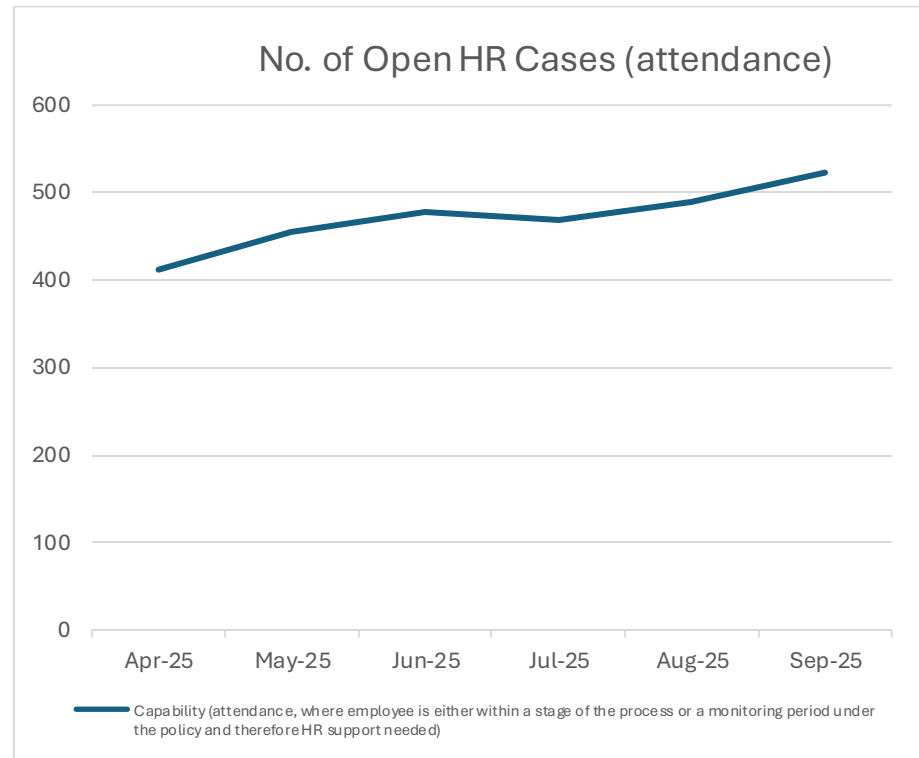
% of FTE days lost by absence reason	21/22	22/23	23/24	24/25	Q1 25/26	Q2 25/26
Stress/depression, mental health	25.40%	26.80%	31.40%	25.78%	29.32%	23.83%
Other Musculo-skeletal	17.90%	12.40%	13.20%	12.77%	14.26%	6.41%
Combined covid-19 & cough/cold & flu	18.20%	17.30%	11.50%	11.83%	10.19%	17.24%
Gastro-stomach, digestion	6.30%	6.10%	6.20%	8.09%	7.74%	12.23%
Chest & respiratory	6.20%	6.00%	4.60%	4.98%	4.19%	4.92%
Back and neck	11.10%	3.80%	4.40%	4.39%	3.94%	9.12%
Neurological	4.30%	4.40%	4.30%	4.43%	4.20%	5.07%
Cancer	4.50%	4.30%	4.70%	3.52%	5.20%	1.08%
Eye, ear, nose & mouth/dental & throat	3.00%	2.80%	3.40%	3.01%	5.10%	6.04%
Not disclosed	4.40%	5.80%	3.70%	6.63%	5.43%	3.57%

Table 4

Employment Relations Cases Trends



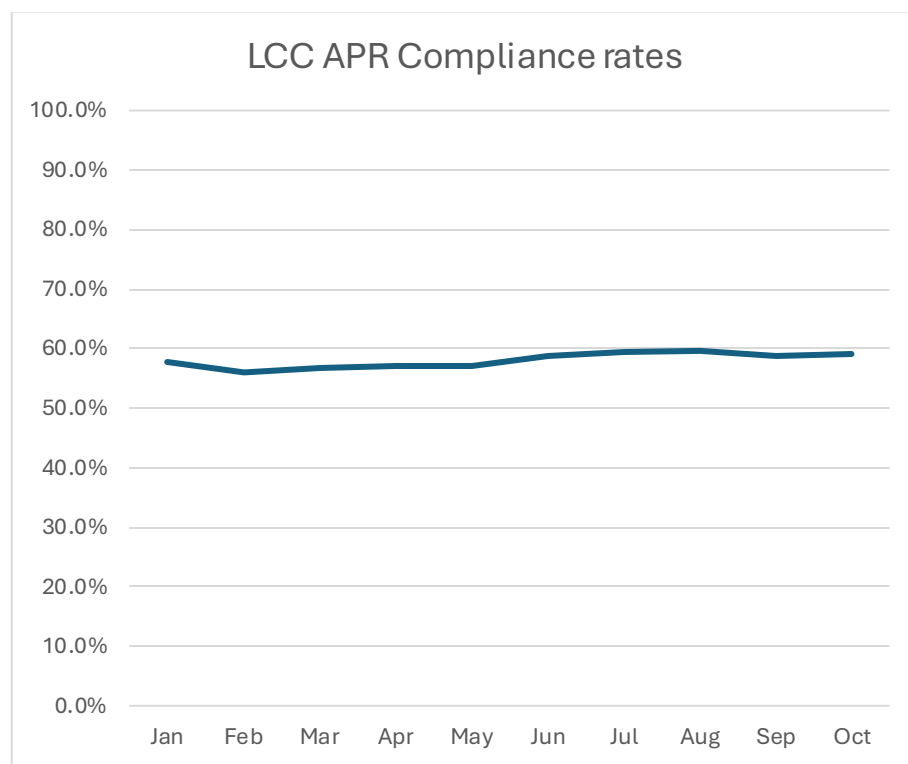
Graph 7



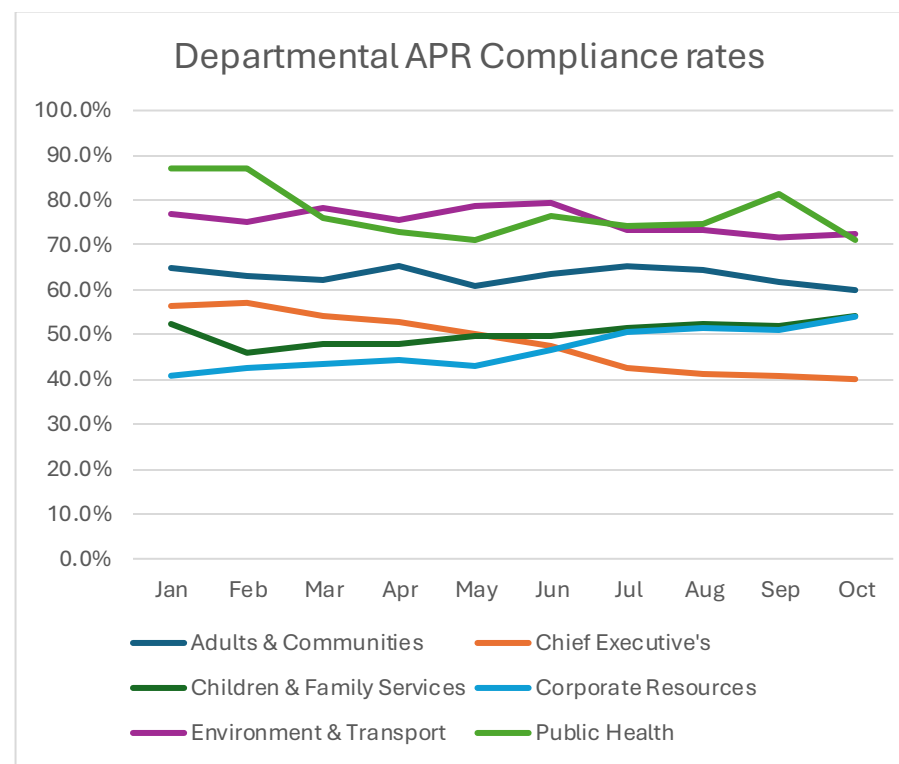
Graph 8

Reporting the number of active employment relations cases.

APR Compliance Rate Trends



Graph 9



Graph 10

Annual Performance Reviews (APR) should be completed once a year. A higher compliance rate shows that most employees are receiving regular feedback, which can help improve their performance and development. Conversely, a lower compliance rate might suggest that many employees are missing out on valuable feedback, potentially impacting their growth and the overall effectiveness of the organisation.



EMPLOYMENT COMMITTEE – 04 DECEMBER 2025

ORGANISATIONAL CHANGE POLICY AND PROCEDURE

SUMMARY OF ACTION PLANS

REPORT OF THE CHIEF EXECUTIVE

Purpose of the Report

1. The purpose of this report is to present the Employment Committee with an update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation.

Policy Framework and Previous Decisions

2. At its meeting on 11 February 2010, the Committee approved a new Organisational Change Policy and Procedure (replacing the 'Policy in the Event of Redeployment and Redundancy') together with revised arrangements through which the Committee would exercise its oversight of the implementation of that procedure. In accordance with that decision, summaries of current Action Plans are attached to this report.

Background

3. Following the decisions made on 11 February 2010, the arrangements also involve presenting a summary of any outstanding comments or concerns raised by members of the Committee.
4. There are no outstanding comments or concerns on this occasion.
5. Members are asked to indicate where they wish a representative of the department concerned to be present to answer any questions in relation to any particular Action Plan, if they have not already done so.

Recommendations

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

Background Papers

7. None

Circulation under the Local Issues Alert Procedure

8. None.

Equality Implications/Other Impact Assessments

9. The Organisational Change Policy and Procedure is designed to ensure that changes which impact on employees are implemented in a fair and non-discriminatory manner.

Human Right Implications

10. There are no human rights implications arising from the recommendations in this report.

List of Appendices

Appendix A – Summary of Current Action Plans - Implementation Completed.

Appendix B – Summary of Current Action Plans - Implementation Underway.

Officer to Contact

Damien Buckley, Democratic Services Officer

☎ 0116 305 0183

Email: damien.buckley@leics.gov.uk

Lucy Littlefair, Assistant Director - People, Property and Transformation

☎ 0116 305 6333

Email: Lucy.Littlefair@leics.gov.uk

EMPLOYMENT COMMITTEE – 04 DECEMBER 2025

SUMMARY OF CURRENT ACTION PLANS - IMPLEMENTATION COMPLETED

Action Plan	Date Approved	Actual Completion Date	Outcome Number of compulsory redundancies
Adults & Communities - Commissioning and Quality Direct Payments Support Team		22/09/2025	0
Corporate Resources - Fin Ops 2025	13/06/2025	04/09/2025	1
Children & Families - Youth & Justice Standby Rota - Implementation of the Council's Standby Policy & Guidance	17/06/2025	28/10/2025	0
Adults & Communities - SCIP	31/03/2025	14/08/2025	1
Adults & Communities - Care Technology Team, Romulus Court Action Plan		18/07/2025	0
Corporate Resources - Corporate and Technical Finance 2025		04/06/2025	0
Adults & Communities - Adult Learning Service - Curriculum Team	24/06/2025	31/10/2025	8

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EMPLOYMENT COMMITTEE – 04 DECEMBER 2025
SUMMARY OF CURRENT ACTION PLANS - IMPLEMENTATION UNDERWAY

Action Plan	Date Approved	Current Position	Next Steps	Predicted Compulsory Redundancies
Children & Families - Targeted Family Help Review	21/10/2025	Launch on 03/11	Conduct launch and consultation process	0
Children & Families - Early Years Inclusion and Childcare Service	25/09/2025	<p>03/11/2025 - still in consultation - strong feeling and challenge being presented by CET staff and TU. LA T&C staff providing some challenge & resistance to all year round working.</p> <p>Ongoing mtgs with TUs scheduled. Staff comms happening to provide updates.</p> <p>The consultation was launched on 30/09/2025.</p> <p>AP and slides from presentation shared with all staff in scope.</p>	<p>* Follow-up TU mtgs being scheduled for potentially wc 10/11/2025</p> <p>* Dept considering feedback and challenges presented. As a result, AP proposals are being reconsidered by the dept. and alternative proposals are in draft, pending further TU dialogue and dept approvals etc.</p>	0
Public Health - Public Health Service Review	19/06/2025	<p>19.6.25 - AP approved</p> <p>24.6.25 - AP Ready to Launch</p>	<p>Predicted launch date 30.6.25</p> <p>Consultation closed 30/7/25</p> <p>Notice being served and the leavers are being processed through the payroll system</p> <p>the last two individuals leave on 16/12/2025</p>	11

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By virtue of paragraph(s) 4, 5, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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