

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 12 December 2024.

PRESENT

Mr. L. Breckon JP CC (in the Chair)

Mr. R. Ashman CC
Mrs. L. Broadley CC
Mr. B. Champion CC

Mrs. H. J. Fryer CC
Mr. T. J. Pendleton CC
Mrs B. Seaton CC

1. Minutes of the meeting held on 26 September 2024.

The minutes of the meeting held on 26 September 2024 were taken as read, confirmed and signed.

2. Question Time.

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

3. 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).

4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.

There were no urgent items for consideration.

5. Declarations of interest in respect of items on the agenda.

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

No declarations were made.

6. Presentation of petitions under Standing Order 35.

The Chief Executive reported that no petitions had been received under Standing Order 36.

7. Attendance Management.

The Committee considered a presentation of the Director of Corporate Resources which provided an update on the Council's overall position on sickness absence, as at the end

of September 2024 (Quarter 2, 2024/25). A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

In introducing the report, the Director highlighted an error in paragraph 12 of the report. Members noted that reference to June 2024 should have read September 2024.

The Committee were pleased with a training session which had been delivered to provide members with additional information on the Council's sickness management process. Members felt assured that the Council had in place a robust and sensitive process in place for attendance management, and thanked officers for an informative session.

RESOLVED:

That the Council's overall position on sickness absence, as at the end of September 2024 (Quarter 2), be noted.

8. Terms of Reference and Work Programme 2025.

The Committee considered a report of the Director of Corporate Resources which sought approval for a proposed reporting timetable on relevant workforce matters and an updated Terms of Reference. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Arising from discussion, the following points were made:

- (i) In relation to the Terms of Reference, a member raised a question regarding the Committee not having the power to appoint subcommittees. It was agreed that further information would be provided to members outside of the meeting.
- (ii) The Committee were pleased with the proposed workforce update which would be presented at each meeting of the Committee. The updates would include information relating to the workforce profile, employee turnover and stability, recruitment trends, the nature of employment contracts and sickness absence data and analysis.
- (iii) The Chairman stated that he was confident that robust processes were in place to support employees with all workforce matters, including attendance management.

RESOLVED:

- a) That the Work Programme for 2025 and updated Terms of Reference, be approved.
- b) That the Chief Executive be requested to provide members of the Committee with further information relating to the Employment Committee not having the power to appoint subcommittees.

9. National Joint Council Pay Award and Chief Executive Pay Award 2024-2025.

The Committee considered a report of the Director of Corporate Resources which sought approval to implement the nationally negotiated National Joint Council (NJC) and Joint

National Council (JNC) chief officer pay awards for the period 2024 – 2025. A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

In introducing the report, the Director stated that there was an error in paragraph 6. The recommendation should have read that the Committee was being asked to approve the implementation of the National Joint Council (NJC) pay award for all employees on grades 2 to 17, and the chief officer pay award for employees on grades 18 to 21.

RESOLVED:

That the implementation of the National Joint Council (NJC) pay award for all employees on grades 2 to 17, and Joint National Council (JNC) chief officer pay award for employees on grades 18 to 21, be approved.

10. Organisational Change Policy and Procedure: Action Plans.

The Committee considered a report of the Chief Executive which provided an update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation. A copy of the report marked 'Agenda Item 13' 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.

11. Date of Next Meeting.

RESOLVED:

That the next meeting of the Committee would be held on 6 February 2025 at 10:00am.

10.00 - 10.28 am
12 December 2024

CHAIRMAN