



EMPLOYMENT COMMITTEE – 5 FEBRUARY 2026

WORK PROGRAMME 2026

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to consult the Employment Committee on the proposed reporting timetable on relevant workforce matters and agree the work programme for 2025.

Policy Framework and Previous Decisions

2. The Committee were consulted in September 2024 on the opportunity to refresh the profile of workforce / People Services related data and activity across the organisation by providing more regular reporting to departmental management teams, the corporate management team, and Employment Committee. The Committee were in support of the aim.

Background

3. The Terms of Reference for the Committee were agreed in December 2024. They included an additional standing agenda item – Workforce Update, which was included to provide the Committee with regular updates as well as an annual report in May each year, detailing the profile of the workforce, employee turnover and stability, recruitment trends and the nature of employment contracts.
4. The Committee will also receive updates against the priorities within the People Strategy. When relevant reports will also explain the impacts on the Council's policies and procedures of any legislative changes or case law.
5. The intention is to ensure the committee understand the opportunities and challenges in managing a large workforce, across a diverse range of services and departments.
6. Included in Appendix A is a draft work programme for approval, detailing the reports that will be presented and considered at each meeting.

Recommendations

7. The Committee is asked to:
 - a) Approve the Work Programme for 2026.
 - b) Note the contents of the Terms of Reference.

Background Papers

8. None

Circulation under the Local Issues Alert Procedure

9. None

Equality Implications/Other Impact Assessments

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

Human Right Implications

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

Officer to Contact

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