

A meeting of the **EMPLOYMENT COMMITTEE** will be held in **THE CIVIC SUITE (LANCASTER/STIRLING ROOMS), PATHFINDER HOUSE, ST MARY'S STREET, HUNTINGDON, PE29 3TN** on **WEDNESDAY, 21ST JUNE 2023** at **7:00 PM** and you are requested to attend for the transaction of the following business:-

AGENDA

APOLOGIES

1. MINUTES (Pages 5 - 10)

To approve as correct records the Minutes of the meetings of the Committee held on 8th February and 17th May 2023.

Contact Officer: A Roberts - 388015

2. MEMBERS' INTERESTS

To receive from Members declarations as to disclosable pecuniary, other registerable and non-registerable interests in relation to any Agenda item. See Notes below.

Contact Officer: Democratic Services - 388169

3. WORKFORCE REPORT QUARTER FOUR 2022-23 (Pages 11 - 30)

To consider an update on HR matters impacting on the performance of the organisation.

Contact Officer: N Bane - 388422

4. WORKFORCE PROFILE REPORT (Pages 31 - 38)

To consider a report by the Strategic HR Manager containing the annual summary of the profile of the workforce by their protected characteristics as defined under the Equality Act 2010.

Contact Officer: N Bane - 388422

5. USE OF CONSULTANTS, HIRED STAFF AND TEMPORARY STAFF 2022/23
(Pages 39 - 46)

To consider and comment on a report by the Director of Finance and Corporate Services on the use by the Council of consultants and hired and temporary staff in 2022/23 compared with the previous year.

Contact Officer: K Sutton - 387072

6. HR POLICY UPDATE (Pages 47 - 82)

To consider and comment on a report by the Strategic HR Manager on the proposed new HR policies relating to Disability at Work, Improving Performance and Leave Arrangements.

Contact Officer: N Bane - 388422

7. REVISED POLICY - TIME OFF FOR TRADE UNION DUTIES (Pages 83 - 92)

Pursuant to Minute No 22/19, to consider a further report by the Strategic HR Manager on the Revised Time Off for Trade Union Duties Policy.

Contact Officer: N Bane - 388422

8. REPRESENTATIVES OF EMPLOYEES

At the request of representatives of employees to consider a range of issues.

13 day of June 2023

Oliver Morley

Head of Paid Service

Disclosable Pecuniary Interests and other Registerable and Non-Registerable Interests.

Further information on [Disclosable Pecuniary Interests and other Registerable and Non-Registerable Interests is available in the Council's Constitution](#)

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The District Council also permits filming, recording and the taking of photographs at its meetings that are open to the public. Arrangements for these activities should operate in accordance with [guidelines](#) agreed by the Council.

Please contact Anthony Roberts ,Democratic Services, Tel: 01480 388169 / email Anthony.Roberts@huntingdonshire.gov.uk if you have a general query on any Agenda Item, wish to tender your apologies for absence from the meeting, or would like information on any decision taken by the Committee/Panel.

Specific enquiries with regard to items on the Agenda should be directed towards the Contact Officer.

Members of the public are welcome to attend this meeting as observers except during consideration of confidential or exempt items of business.

Agenda and enclosures can be viewed on the [District Council's website](#).

Emergency Procedure

In the event of the fire alarm being sounded and on the instruction of the Meeting Administrator, all attendees are requested to vacate the building via the closest emergency exit.