

A meeting of the **EMPLOYMENT COMMITTEE** will be held in **THE CIVIC SUITE, PATHFINDER HOUSE, ST MARY'S STREET, HUNTINGDON PE29 3TN** on **WEDNESDAY, 24TH NOVEMBER 2021** at **7:00 PM** and you are requested to attend for the transaction of the following business:-

AGENDA

APOLOGIES

1. MINUTES (Pages 3 - 6)

To approve as a correct record the Minutes of the meeting of the Committee held on 15th September 2021.

Contact Officer: A Roberts - 388015

2. MEMBERS' INTERESTS

To receive from Members declarations as to disclosable pecuniary and other interests in relation to any Agenda Item.

Contact Officer: Democratic Services - 388169

3. WORKFORCE INFORMATION REPORT QUARTER TWO 2021-22 (Pages 7 - 26)

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

Contact Officer: A Whatmore - 388005.

4. IR35 STATUS DETERMINATION DISAGREEMENT PROCESS (Pages 27 - 34)

To consider a report by the Strategic HR Manager on a new workforce procedure.

Contact Officer: A Whatmore - 388005.

5. EMPLOYMENT REFERENCES POLICY (Pages 35 - 42)

To consider a report by the Strategic HR Manager on a new employment policy.

Contact Officer: A Whatmore - 388005.

6. EMPLOYEE REPRESENTATIVES GROUP

At the request of Employee Representatives to consider a range of issues.

16th day of November 2021



Head of Paid Service

Disclosable Pecuniary Interests and Non-Statutory Disclosable Interests

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

Filming, Photography and Recording at Council Meetings

The District Council permits filming, recording and the taking of photographs at its meetings that are open to the public. It also welcomes the use of social networking and micro-blogging websites (such as Twitter and Facebook) to communicate with people about what is happening at meetings.

Arrangements for these activities should operate in accordance with [guidelines](#) agreed by the Council.

Please contact Anthony Roberts ,Democratic Services, Tel: 01223 935946 / 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.