

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, 7TH FEBRUARY 2024** at **7:00 PM** and you are requested to attend for the transaction of the following business:-

## **AGENDA**

### **APOLOGIES**

**1. MINUTES** (Pages 5 - 8)

To approve as a correct record the Minutes of the meeting of the Committee held on 22nd November 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 STRATEGY INTRODUCTION AND PILLAR 1** (Pages 9 - 20)

To consider and comment on a report by the Strategic HR Manager on the Introduction and first "pillar" of the Workforce Strategy – Attraction and Retention.

**Contact Officer: N Bane - 388422**

**4. WORKFORCE INFORMATION REPORT (QUARTER 3)** (Pages 21 - 46)

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

**Contact Officer: N Bane - 388422**

**5. PAY POLICY STATEMENT 2024/2025** (Pages 47 - 54)

To consider and comment on the Council's Pay Policy Statement 2024/2025.

**Contact Officer: N Bane - 388422**

**6. NEW POLICY - DOMESTIC ABUSE STAFF SUPPORT POLICY (Pages 55 - 68)**

To consider and comment on the draft Domestic Abuse Staff Support Policy.

**Contact Officer: N Bane - 388422**

**7. POLICY UPDATES - FLEXIBLE WORKING SCHEME AND PENSIONS DISCRETION POLICY (Pages 69 - 100)**

To consider and comment on a report by the Strategic HR Manager on the outcome of reviews of the Flexible Working Scheme and the Pensions Discretion Policy.

**Contact Officer: N Bane - 388422**

**8. REPRESENTATIVES OF EMPLOYEES**

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

**9. EXTRA-ORDINARY MEETING - 17TH APRIL 2024**

To note that an extra-ordinary meeting of the Committee will be held on 17th April 2024 to consider a report on the progress and delivery of the Workforce Strategy in relation to Pillar 2 "Engagement".

**Contact Officer: Democratic Services - 388169**

30th day of January 2024

***Michelle Sacks***

Chief Executive and 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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**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.