

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 **TUESDAY, 25 FEBRUARY 2025** 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 20th November 2024.

**Contact Officer: A Roberts - 01480 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 - 01480 388169**

**3. WORKFORCE INFORMATION REPORT QUARTER THREE 2024-25** (Pages 9 - 26)

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

**Contact Officer: L Harfield - 01480 388569**

**4. PAY POLICY STATEMENT 2025/2026** (Pages 27 - 34)

To consider and comment on the Council's Pay Policy Statement 2025/2026.

**Contact Officer: L Harfield - 01480 388569**

**5. GENDER PAY GAP REPORT - MARCH 2024** (Pages 35 - 38)

To consider and comment on a report by the Interim Head of HR containing details of the Gender Pay Gap as required by legislation.

**Contact Officer: L Harfield - 01480 388569**

**6. WORKFORCE STRATEGY UPDATE (Pages 39 - 50)**

To receive an update on the Workforce Strategy.

**Contact Officer: K Hans - 01480 388329**

**7. HR POLICY UPDATE - FLEXIBLE WORKING SCHEME (Pages 51 - 72)**

To consider and comment on a report by the Interim Head of HR on the outcome of a review of the Flexible Working Scheme.

**Contact Officer: L Harfield - 01480 388569**

**8. REPRESENTATIVES OF EMPLOYEES**

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

**9. EXCLUSION OF PRESS AND PUBLIC**

To resolve –

that the press and public be excluded from the meeting because the business to be transacted contains exempt information:

- relating to the financial or business affairs of any particular person (including the authority holding that information);
- relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority;
- in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

**Contact Officer: Democratic Services - 01480 388169**

**10. LEISURE UPDATE (Pages 73 - 86)**

As requested at the last meeting, to receive a presentation by the Head of Leisure and Health containing an update on One Leisure.

**Contact Officer: G Holland - 01480 388157**

**11. WORKFORCE STRATEGY AND DUE DILIGENCE FOR LOCAL GOVERNMENT REORGANISATION**

To consider a report by the Head of Paid Service.

**Contact Officer: M Sacks - 01480 388116**

17th day of February 2025

***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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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](mailto: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.