



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, 11 FEBRUARY 2026 at 7:00 PM** and you are requested to attend for the transaction of the following business:-

AGENDA

APOLOGIES AND SUBSTITUTES

1. MINUTES (Pages 5 - 10)

To approve as a correct record the Minutes of the meeting of the Committee held on 22nd October 2025.

Contact Officer: L Adams
01480 388234

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: L Adams
01480 388234

3. WORKFORCE INFORMATION REPORT (QUARTER 2) (Pages 11 - 28)

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

Contact Officer: L Harfield
01480 388569

4. WORKFORCE INFORMATION REPORT (QUARTER 3) (Pages 29 - 46)

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

**Contact Officer: L Harfield
01480 388569**

5. WORKFORCE STRATEGY UPDATE (Pages 47 - 58)

By means of a presentation, the Panel will receive an update on the Workforce Strategy.

**Contact Officer: K Hans
01480 388329**

6. GENDER PAY GAP REPORT MARCH 2025 (Pages 59 - 62)

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

**Contact Officer: L Harfield
01480 388569**

7. PAY POLICY STATEMENT 2026/2027 (Pages 63 - 70)

To consider and comment on the Council's Pay Policy Statement 2026/2027.

**Contact Officer: L Harfield
01480 388569**

8. REPRESENTATIVES OF EMPLOYEES

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

Contact Officer:

2 day of February 2026

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 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.