

## Employment Committee Work Programme 2020-2021

Item	Current Issues/Status	Meeting date	Outcome sought
Gender Pay Gap	As the meeting was postponed as a result of the Coronavirus outbreak, these items will roll forward to the committee meeting on 23 September 2020	18 March 2020	To note the outcomes of the of the 2018/19 Gender Pay Gap Reporting and to ask the committee to review and provide feedback on the action plan for addressing the issues and improving gender equality within the Council
Sickness absence statistics and analysis			Monitoring report
Apprenticeships at South Kesteven District Council			To consider the Council's approach in respect of apprenticeships, building apprenticeships into work force planning
Human Resources and Organisational Development Update	Items contained in this report were for noting to help inform the committee's work programme. Actions on the Human Resources and Organisational Development Work Programme in future will be aligned to the corporate plan; this will help inform the Committee's future work programme.		
Interim Staffing Arrangements	Issue complete		To appoint an Interim Assistant Director, Housing
Corporate Restructure	The Committee agreed the recommendations set out in the exempt report of the Chief Executive	29 July 2020	To consider the recommendations of the Chief Executive with regard to the organisational structure of South Kesteven District Council

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Corporate restructure	To make recommendations to Council on 1 October 2020	23 September 2020	To receive an update from the Chief Executive on progress with the corporate restructure in advance of a report being presented to full Council on 1 October 2020
Gender Pay Gap	Rolled forward from 18 March 2020		To note the outcomes of the of the 2018/19 Gender Pay Gap Reporting and to ask the committee to review and provide feedback on the action plan for addressing the issues and improving gender equality within the Council
Apprenticeships update	Rolled forward from 18 March 2020		To consider the Council's approach in respect of apprenticeships, building apprenticeships into work force planning
Managing attendance – sickness and absence statistics			Regular monitoring report (every 3 months / every Employment Committee)
Results of the staff survey and the wellbeing Surveys	Item requested by the Committee at its meeting on 29 July 2020		To consider the results of the staff survey and wellbeing surveys and make any recommendations around their conclusions
Member Development			To receive an update on plans and budget
Leadership Performance – Director Targets/CPD/Competency Framework		18 November 2020	

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Managing attendance – sickness and absence statistics			Regular monitoring report (every 3 months / every Employment Committee)
Apprentice Update			Regular monitoring report (every 3 months / every Employment Committee)
HR Report			Regular monitoring report (every 3 months / every Employment Committee)
Pay Policy Statement			To consider the draft Pay Policy Statement and make recommendations to Council on 1 March 2020
Managing attendance – sickness and absence statistics		27 January 2021	Regular monitoring report (every 3 months / every Employment Committee)
Apprentice Update			Regular monitoring report (every 3 months / every Employment Committee)
HR Report			Regular monitoring report (every 3 months / every Employment Committee)
Gender Pay Gap		10 March 2021	To note the outcomes of the of the 2019/20 Gender Pay Gap Reporting and to ask the committee to review and provide feedback on the action plan for addressing the issues and improving gender equality within the Council

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Managing attendance – sickness and absence statistics			Regular monitoring report (every 3 months / every Employment Committee)
Apprentice Update			Regular monitoring report (every 3 months / every Employment Committee)
HR Report			Regular monitoring report (every 3 months / every Employment Committee)
Managing attendance – sickness and absence statistics		19 May 2021	Regular monitoring report (every 3 months / every Employment Committee)
Apprentice Update			Regular monitoring report (every 3 months / every Employment Committee)
HR Report			Regular monitoring report (every 3 months / every Employment Committee)