

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Wednesday, 27 January 2021 at 10.00 am
Virtual meeting - This meeting is being held remotely using
Skype

Committee Members: Councillor Jacky Smith (Chairman)
Councillor Annie Mason, Cabinet Member for Communities (Vice-Chairman)

Councillor Kelham Cooke, Councillor Barry Dobson, Councillor Anna Kelly, Councillor Adam Stokes and Councillor Paul Wood

Agenda

Virtual Meeting - Joining Arrangements

Councillors should access the meeting using the link in their calendar.

Members of the press and public can gain access to the meeting by using the following link:

[Employment Committee – 27 January 2021](#)

If you are using a smartphone or tablet it may be necessary to download the Skype for Business app before you can enter the meeting; please allow yourself time to do this. If you are using a laptop or desktop computer, you should be able to access the meeting via your web browser.

When you follow the link to the meeting you will enter a virtual lobby; you will be invited into the meeting from the lobby just before the meeting begins. Members of the public should not use the Chat function in Skype for Business. This is for use by Councillors, who will use it to indicate that they would like to speak.

If you have any questions about how to join the meeting, please e-mail democracy@southkesteven.gov.uk.

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☎ 01476 406080

Karen Bradford, Chief Executive

www.southkesteven.gov.uk

- 1. Register of attendance, membership and apologies for absence**
- 2. Disclosure of interests**

Members are asked to disclose any interests in matters for consideration at the meeting.
- 3. Minutes of the meeting held on 23 September 2020** (Pages 3 - 12)

To consider the minutes of the meeting held on 23 September 2020

Members may also wish to consider the attached exempt minute by resolving to enter closed session. The minute excerpt is exempt under paragraphs 1 and 2 of Schedule 12A of the Local government Act 1972.
- 4. Recruitment: Assistant Director Commercial and Operations** (Pages 13 - 17)

Due to retirement there will be a vacancy for the Assistant Director Commercial and Operations at South Kesteven District Council. This report summarises the proposed recruitment process and a proposal for a transition period to ensure an effective handover
- 5. Street Scene Frontline Salaries 2021/22** (To follow)

In 2020/21 a benchmarking exercise conducted on the terms and conditions and working practices of operatives, drivers and supervisors in the Street Scene department recommended to Cabinet in September 2020 for a 5% market supplement and budget adjustment to be paid for the remainder of 2020/21. This report proposes that the 5% market supplement continues as an interim measure until the wider organisation wide pay review, as identified in the Corporate Plan, takes place.
- 6. Pay Policy Statement 2021-22** (To follow)

It is a requirement of the Localism Act 2011 that the Council produces an annual pay policy statement. This statement summarises current policies and arrangements already in place relating to pay – as such the Pay Policy Statement is one of fact. The Pay Policy Statement is approved each year by Council as part of the budget setting and approval process.
- 7. Work Programme** (Pages 19 - 20)

To consider the Employment Committee Work Programme 2020/21.
- 8. Any other business, which the Chairman, by reason of special circumstances, decides is urgent**