

# Employment Committee



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL



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Monday, 8 July 2024 at 10.00 am  
Council Chamber - South Kesteven House, St. Peter's Hill,  
Grantham. NG31 6PZ

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**Committee Members:** Councillor Anna Kelly (Chairman)  
Councillor Gloria Johnson (Vice-Chairman)

Councillor Matthew Bailey, Councillor Rhys Baker, Councillor Ashley Baxter,  
Councillor Harrish Bisnauthsing, Councillor Phil Gadd, Councillor Gareth Knight and  
Councillor Paul Martin

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## Agenda

This meeting can be watched as a live stream, or at a later date, [via the SKDC Public-I Channel](#)

- 1. 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 20 March 2024** (Pages 3 - 12)  
Public and exempt minutes of the meeting held on 20 March 2024.  
  
There is an exempt set of minutes from the 20 March 2024 meeting; they are exempt under Section 100(a)(4) of the Local Government Act 1972; paragraph 1 and paragraph 2 of Schedule 12A of the Act. The press and public may be excluded from the meeting during consideration of these exempt minutes, on the grounds that if they were to be present, exempt information could be disclosed to them.
- 4. HR Dashboard and People Plan** (Pages 13 - 32)  
A presentation to update on the HR metrics and activities for the 2023/2024 financial year.

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☎ 01476 406080

**Karen Bradford, Chief Executive**

[www.southkesteven.gov.uk](http://www.southkesteven.gov.uk)

- 5. SKDC Volunteer Policy - Update on Implementation** (Pages 33 - 40)  
To update the Employment Committee on the implementation of the Volunteering with South Kesteven District Council Policy.
- 6. Pay Award 2024/25** (Pages 41 - 53)  
The purpose of this report is endorsement from Employment Committee to implement a pay award in line with the National Employers final offer effective from 1 April 2024.
- 7. Human Resources Policies** (Pages 55 - 116)  
This report seeks approval of from Employment Committee for 7 refreshed HR policies.
- 8. Work Programme 2024-2025** (Page 117)
- 9. Exclusion of Press and Public**  
It is likely that the press and public will be excluded during discussion of the following agenda item because of the likelihood that information that is exempt under paragraphs 1 and 2 of Schedule 12A of the Local government Act 1972 (as amended) would be disclosed to them.
- 10. HR Policy Update** (Pages 119 - 139)  
Employment Committee has previously approved the adoption of the Council's Drugs and Alcohol Policy, Driving at a Safe Speed Policy and On Call/On Standby Policy. The Committee have requested an update on the implementation of these policies.
- 11. Proposed Director Targets 2024-2025** (Pages 141 - 151)  
The report seeks input and engagement from Members of the Employment Committee and the approval for the proposed Directors' appraisal targets for 2024-2025.
- 12. Any other business, which the Chairman, by reason of special circumstances, decides is urgent**