

Meeting of the Employment Committee

Tuesday, 8 April 2025, 10.00 am



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Committee Members present

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 Paul Martin
Councillor Robert Leadenham

Officers

Karen Bradford, Chief Executive
Jane Jenkinson, Senior HR Officer
Joshua Mann, Democratic Services Officer

26. Apologies for absence

Apologies were received from Councillor Gareth Knight, substituted by Councillor Robert Leadenham.

27. Disclosure of interests

There were none.

28. Public minutes of the meeting held on 11 March 2025

The public minutes of the meeting held on 11 March 2025 were proposed, seconded, and AGREED as an accurate record.

The Chairman notified the Committee that South Kesteven District Council secured the Excellence in Employee Engagement accolade in the 2025 Great British Workplace Wellbeing Awards. The Employment Committee congratulated the Wellbeing Team for the achievement.

29. Work Programme 2025 - 2026

The Chairman notified the Committee of the following changes since the publication of the Work Programme:

- A meeting of the Employment Committee had been arranged to facilitate the interviews for the independent person for the Standards Committee. The meeting was to be held on April 24th, 2025.
- The Employment Committee meeting provisionally planned for July 10th had provisionally been moved to 2pm, July 9th, 2025.
- An update on the implementation of the Volunteer Policy had been added to the Work Programme as unscheduled, as had the Chief Executive and Director appraisals.

30. Exclusion of the Public and Press

It was proposed, seconded, and AGREED to exclude the press and public for the remainder of the meeting given the likelihood that information that was exempt under paragraphs 1 and 2 of Schedule 12A of the Local government Act 1972 (as amended) would be disclosed to them.

31. Exempt minutes of the meeting held 11 March 2025

The exempt minutes of the meeting held 11 March 2025 were proposed, seconded, and AGREED as an accurate record.

32. Proposed Director Targets 2025-26

Following deliberations, it was proposed, seconded, and AGREED that the Committee:

1. Considered the proposed targets to be included in the Directors' and Assistant Directors targets for 2025-2026
2. Approved the South Kesteven District Council's Directors' and Assistant Directors targets for 2025-2026 as attached in Appendix 1 and Appendix 2.

33. Review of Chief Executive Pay

Following deliberations, it was proposed, seconded, and AGREED for the Committee to:

1. Accept the findings of the report prepared by East Midlands Councils and increase the Chief Executive's salary by a suitable percentage to achieve parity with the upper quartile level of comparator councils
2. Request Officers explore options for moving from a 'single pay point' to a 'salary grade' for the Chief Executive.

34. Any other business, which the Chairman, by reason of special circumstances, decides is urgent

An action for the Head of Paid Service was agreed and is contained within an exempt note.