

# Employment Committee



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL

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Wednesday, 9 July 2025 at 2.00 pm  
Council Chamber - South Kesteven House, St. Peter's Hill,  
Grantham. NG31 6PZ

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**Committee Members:** Councillor Anna Kelly, Vice-Chairman of the Council (Chairman)  
Councillor Gloria Johnson (Vice-Chairman)  
  
Councillor Rhys Baker, Councillor Ashley Baxter, Councillor Harrish Bisnauthsing,  
Councillor Gareth Knight, Councillor Susan Sandall, Councillor Ian Stokes and  
Councillor Paul Stokes

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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 8 April 2025** (Pages 3 - 10)  
To confirm both the public and private minutes of the meeting held on 8 April 2025.
4. **Minutes of the meeting held on 24 April 2025** (Pages 11 - 19)  
To confirm both the public and private minutes of the meeting held on 24 April 2025.
5. **People Strategy (2025 - 2028)** (To Follow)  
To present the Council's refreshed People Strategy for 2025 - 2028 for approval. The strategy builds on the strong foundations laid by the previous plan and reflects current and emerging workforce needs.

- 6. HR Policy Review** (Pages 21 - 58)  
To seek the Employment Committee's approval for the implementation of five updated HR policies as part of the Council's wider HR policy refresh. These policies have been reviewed and updated to ensure clarity, legal compliance and improved accessibility for employees and managers.
- 7. Biannual HR Dashboard and Key Performance Indicator Update** (Pages 59 - 62)
- 8. Pay Award 2025/26** (Pages 63 - 75)
- 9. Work Programme 2025 - 2026** (Pages 77 - 78)
- 10. Any other business, which the Chairman, by reason of special circumstances, decides is urgent**