

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Monday, 22 June 2026 at 11.00 am
Council Chamber - South Kesteven House, St. Peter's Hill,
Grantham. NG31 6PZ

Committee Members: Councillor Paul Stokes, Deputy Leader of the Council (Chairman)
Councillor Gloria Johnson (Vice-Chairman)

Councillor Rhys Baker, Councillor Ashley Baxter, Councillor Harrish Bisnauthsing,
Councillor Graham Jeal, Councillor Anna Kelly, Councillor Susan Sandall and
Councillor Ian Stokes

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 25 March 2026** (Pages 3 - 6)
- 4. Updates from the previous meeting** (Page 7)
To consider updates on the Actions agreed at the previous meeting.
- 5. Corporate Plan 2024-27: Key Performance Indicators Report - End-Year (Q4) 2025/26** (To Follow)
To present the Council's performance against the Corporate Plan 2024-27 Key Performance Indicators (KPIs) within the remit of this Committee for Quarter Four 2025/26.
- 6. 2026/27 Pay Award** (Pages 9 - 16)
To explain the reasons for a recommendation to implement a pay award in line with the National Employers' for Local Government Services final offer effective from 1st April 2026.

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☎ 01476 406080

Karen Bradford, Chief Executive

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- 7. HR Dashboard** (Pages 17 - 34)
To note the information provided in the HR Dashboard for the 2025/26 year.
- 8. HR Policy Review** (Pages 35 - 47)
To present the proposed Organisational Change Policy for approval.
- 9. Work Programme 2026 - 2027** (Page 49)
- 10. Any other business, which the Chairman, by reason of special circumstances, decides is urgent**
- 11. Exclusion of Press & 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.
- 12. Proposed Director Objectives** (Pages 51 - 66)
The report seeks input and engagement from Members of the Employment Committee and the approval for the proposed Directors' and Assistant Directors' appraisal objectives for 2026-2027.
- 13. Updates on Alcohol & Drug Testing and Speeding** (Pages 67 - 88)
To provide an update to the Employment Committee on the application of the policies relating to: Driving at Safe Speed; and Alcohol and Drug Testing.
- 14. Chief Executive Pay Review** (Pages 89 - 97)
To seek approval from Employment Committee to accept the findings of the East Midlands Council report on Chief Executive Pay Benchmarking and move from a 'single pay point' to a 'salary banding' for the Chief Executive pay.