

Employment Committee Work Plan 2020/21 - DRAFT

Item	Current Issues Status	Meeting Date	Outcome Sort
Remuneration of street scene officers Gary Smith/Neil Moverley (Ian Yates will present this report)	Work being undertaken with regard to job evaluation and also to the risks	January 2021	Review of remuneration arrangements for street scene officers to give the committee the opportunity to make recommendations to Cabinet and Council as part of the budget-setting process.
Pay Policy Statement Jane Jenkinson will present this report	Annual pay policy statement, as part of the budget process, Jane prepares and consults with Richard, EC approve prior to going to Council as part of the budget.	January 2021	To consider the draft Pay Policy Statement and make recommendations to Council on 1 March 2020
Appointment to the role of Assistant Director – Commercial and Operations Neil Moverley presenting the report on behalf of Gary Smith	Options with regard to the role of AD Commercial and Operations	January 2021	To consider and approve the options to the recruitment and selection of AD – Commercial and Operations
Leadership Performance – Director Targets Chief Executive/Elaine Pepper Staff Performance and Appraisal Process Chief Executive/Elaine Pepper		March 2021 March 2021	

Employee Survey Neil Moverley		March 2021	Report following the October 2020 staff survey on the analysis of the results, and the next stages with regard to the Corporate response (CMT) and leadership action planning.
Chief Executive Appraisal		March 2021	Sam Mather from EMDC to support the process
HR/Establishment Report – to include HR Statistics on Sickness/Apprentices etc. HR Team		May 2021	Regular monitoring report every 6 months
Gender Pay Gap HR Team		May 2021	To note the outcomes of the of the 2019/20 Gender Pay Gap Reporting and to ask the committee to review and provide feedback on the action plan
People Strategy Elaine Pepper		May 2021	