

Employment Committee Work Programme 2025 – 2026

Chairman: Councillor Anna Kelly

Vice-Chairman: Councillor Gloria Johnson

Subject	Purpose	Outcome sought
9th July 2025		
People Strategy	Consider a new People Strategy (June 2025)	The Committee to approve the new People Strategy for 2025-2029
HR Policy and Handbook Review	<p>New policies (June 2025):</p> <ul style="list-style-type: none"> • Zero Tolerance Policy – Bullying, Harassment and Sexual Harassment • Maternity • Shared Parental Leave • Leave Policy <p>Supporting Performance Improvement</p>	The Committee to approve the new HR Policies.
Biannual HR Dashboard and Key Performance Indicator Update	The Committee to be updated every 6 months on the people metrics in line with the strategy. (June 2025 Committee for full year dashboard).	The Committee to note the HR Dashboard.
Annual Staff Pay Increase	To consider the outcome of the pay increase discussions between the Council and the unions.	To recommend the proposed pay increase to Full Council.
16th September 2025		
Renewal of the Co-opted member of the Governance & Audit Committee	To consider renewing the position and personnel of the co-opted member of the Governance & Audit Committee.	To renew the position and personnel of the co-opted member of the Governance & Audit Committee.
12th November 2025		
Pay Policy Statement	Annual report of the pay policy statement (November 2025)	The Committee to recommend the Pay Policy Statement to Full Council.
Gender Pay Gap	Annual reporting of the Gender pay gap position	The Committee to note the Gender Pay Gap position.

Items to be allocated in 2025-2026		
Local Government Reorganisation Updates	Updates to be provided to the Committee regularly as new information becomes available.	The Committee to note the update.
Update on the Implementation of the Volunteer Policy	The Committee is to be presented with an update of the Volunteer Policy	To review and approve the policy.
Chief Executive Appraisal	Annual Appraisal	The Committee to note the Chief Executives Annual Appraisal
Director Appraisal	Annual Appraisals	The Committee to note the Director's Annual Appraisal