

Employment Committee

Wednesday 13 September 2017

A meeting of the above Committee will be held at the Town Hall, Royal Leamington Spa on Wednesday 13 September 2017 at **6.00pm**.

Membership:

Councillor Barrott	Councillor Mobbs
Councillor Mrs Bunker	Councillor Murphy
Councillor Day	Councillor Noone
Councillor Doody	Councillor Parkins
Councillor Mrs Evetts	Liberal Democrat Vacancy
Councillor Mrs Falp	

Emergency Procedure

At the commencement of the meeting, the Chairman will announce the emergency procedure for the Town Hall.

Agenda

1. Apologies and Substitutes

- (a) to receive apologies for absence from any Councillor who is unable to attend; and
- (b) to receive the name of any Councillor who is to act as a substitute, notice of which has been given to the Chief Executive, together with the name of the Councillor for whom they are acting.

2. Declarations of Interest

Members to declare the existence and nature of interests in items on the agenda in accordance with the adopted Code of Conduct.

Declarations should be entered on the form to be circulated with the attendance sheet and declared during this item. However, the existence and nature of any interest that subsequently becomes apparent during the course of the meeting must be disclosed immediately. If the interest is not registered, Members must notify the Monitoring Officer of the interest within 28 days.

Members are also reminded of the need to declare predetermination on any matter.

If Members are unsure about whether or not they have an interest, or about its nature, they are strongly advised to seek advice from officers prior to the meeting.

3. **Minutes**

- (a) To confirm the minutes of the meeting held on 22 March 2017.
(Item 4a/Page 1)
- (b) To confirm the minutes of the meeting held on 7 June 2017.
(Item 4b/Page 1)
- (c) To confirm the minutes of the meeting held on 14 June 2017.
(Item 4c/Page 1)
- (d) To confirm the minutes of the meeting held on 19 June 2017.
(Item 4b/Page 1)

4. **Review of Staff Terms & Conditions of Employment (Standby Allowance) – following a decision made by the Employment Committee 14 June 2017 – Minute 6, minutes 14 June 2017**

To approve amended wording for paragraph 6.2 (report to Employment Committee 14 June 2017) as requested by Employment Committee. Amended wording for approval:

6.2 The risk of not reaching a Collective Agreement is that we enter into a process of “Dismissal and Offer of Re-engagement” - this is where the existing contract of employment comes to an end and the new contract of employment (with the revised terms and conditions) begins - the legal term for this is known as ‘dismissal and offer of re-engagement’.

5. **Appointment of a Sub-Committee**

“To appoint a sub-committee that contains at least one member of each of the registered political groups to deal with employment related matters that fall within the jurisdiction of elected members.”

(Warwick District Council Constitution Part 3 – Responsibility for Functions; Employment Committee.)

6. **Recruitment & Retention / People Strategy Update**

To receive a report from Human Resources. **(Item 6/Page 1)**

7. **Public and Press**

To consider resolving that under Section 100A of the Local Government Act 1972 that the public and press be excluded from the meeting for the following items by reason of the likely disclosure of exempt information within the paragraphs of Schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006, as set out below.

Item Nos.	Para Nos.	Reason
9 to 13	1	Information relating to an Individual
9 to 13	2	Information which is likely to reveal the identity of an individual
8	3	Information relating to the financial or business affairs of any particular person (including the authority holding that information)

8. **Review of Remuneration Structure**

To consider a report from Human Resources.

(Item 8/Page 1)
(Not for Publication)

9. **Neighbourhood Services Redesign**

To consider a report from Neighbourhood Services.

(Item 9/Page 1)
(Not for Publication)

10. **Sales & Information Team**

To consider a report from Cultural Services.

(Item 10/Page 1)
(Not for Publication)

11. **Leisure Development Programme – Extension of Temporary Contracts**

To consider a report from Cultural Services.

(Item 11/Page 1)
(Not for Publication)

12. **Project Manager – Extension of Temporary Contract**

To consider a report from the Deputy Chief Executive (BH).

(Item 12/Page 1)
(Not for Publication)

13. **Minutes**

(a) To confirm the confidential minutes of the meeting held on 22 March 2017.

(Item 13a/Page 1)
(Not for Publication)

(b) To confirm the confidential minutes of the meeting held on 22 March 2017.

(Item 13b/Page 1)
(Not for Publication)

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Enquiries about specific reports: Please contact the officers named in the reports.

You can e-mail the members of the this Committee at
employmentcommittee@warwickdc.gov.uk

Details of all the Council's committees, councillors and agenda papers are available via our website www.warwickdc.gov.uk/committees

Please note that the majority of the meetings are held on the first floor at the Town Hall. If you feel that this may restrict you attending this meeting, please call (01926) 456114 prior to this meeting, so that we can assist you and make any necessary arrangements to help you attend the meeting.

The agenda is also available in large print, on request, prior to the meeting by calling 01926 456114.