

Employment Committee Agenda

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10 January 2020

To the Members of the **EMPLOYMENT COMMITTEE**

Councillors: V. H. Lewanski (Chair),

M. A. Brunt

J. S. Bray

S. McKenna

C. M. Neame

Substitutes

Conservatives:

Residents Group:

Green Party:

Liberal Democrats

Councillors:

J. Paul, T. Schofield and R. S. Turner

R. J. Feeney, N. D. Harrison and R. Harper

J. C. S. Essex

For a meeting of the **EMPLOYMENT COMMITTEE** to be held on **TUESDAY, 21 JANUARY 2020** at **7.30 pm** in the Front Committee Room - Town Hall, Reigate.

John Jory
Chief Executive

1. MINUTES (Pages 5 - 6)

To confirm as a correct record the Minutes of the Employment Committee meeting held on 4 December 2019.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

To receive any apologies for absence and notification of substitutes in accordance with the Constitution.

3. DECLARATION OF INTEREST

To receive any declarations of interest.

4. MEMBER LEARNING AND DEVELOPMENT - PRESENTATION (Pages 7 - 10)

To consider feedback on the 2019/20 Member Learning and Development programme and lessons learnt from the Be a Councillor Campaign.

5. DRAFT PAY POLICY STATEMENT 2020/21 (Pages 11 - 20)

6. ORGANISATION DEVELOPMENT STRATEGY UPDATE (Pages 21 - 32)

7. WORKFORCE DATA SUMMARY (Pages 33 - 38)

8. FUTURE WORK PROGRAMME (Pages 39 - 40)

The Committee's work programme is attached for consideration.

9. ANY OTHER URGENT BUSINESS

To consider any item(s) which, in the opinion of the Chair, should be considered as a matter of urgency – Local Government Act 1972, Section 100B(4)(b).

Note: Urgent business must be submitted in writing but may be supplemented by an oral report.

10. EXEMPT BUSINESS

RECOMMENDED that members of the Press and Public be excluded from the meeting for the following item(s) of business under Section 100A(4) of the Local Government Act 1972 on the grounds that: (i) it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A of the Act: and (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

11. HEAD OF FINANCE (SECTION 151 OFFICER) UPDATE (EXEMPT)

To receive a verbal update from the Head of Organisational Development concerning the Head of Finance (Section 151 Officer) vacancy.

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