

# Agenda

## Employment Committee

Tuesday, 12 September 2023 at 2.30 pm

New Council Chamber, Town Hall, Reigate



This meeting will take place in the Town Hall, Castlefield Road, Reigate. Members of the public, Officers and Visiting Members may attend remotely or in person.



Members of the public may observe the proceedings live on the Council's [website](#).

### Members:

**V. H. Lewanski (Chair)**

M. Tary

G. Adamson

R. Biggs

P. Chandler

### Substitutes:

**Conservatives:** J. Baker and S. Parnall

**Residents Group:** R. Harper and N. D. Harrison

**Green Party:** J. C. S. Essex

**Mari Roberts-Wood**  
Managing Director

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**Reigate & Banstead**  
**BOROUGH COUNCIL**  
Banstead | Horley | Redhill | Reigate

**1. Apologies for Absence**

To receive any apologies for absence.

**2. Minutes of the Last Meeting** (Pages 5 - 8)

To approve the minutes of the meeting of the Committee held on 20 June 2023.

**3. Declarations of Interest**

To receive any declarations of interest.

**4. Organisation Development & Human Resources Strategy 2023 - 2026 Update** (To Follow)

To receive an update on the draft Organisational Development & HR Strategy for consultation.

**5. Ways of Working**

To receive a verbal update on the Council's policy on Hybrid Working.

**6. Pay Policy for 2024/25** (To Follow)

To receive the draft Pay Policy for 2024 – 2025 for consultation.

**7. Future Work Programme** (Pages 9 - 10)

For the Committee to consider its Work Programme for the rest of the 2023/24 municipal year.

**8. Exempt Business**

RECOMMENDED that members of the Press and public be excluded from the meeting for the following items of business under Section 100A(4) of the Local Government Act 1972 on the ground that:

1. It involves the likely disclosure of exempt information as defined in paragraph 2 of Part 1 of Schedule 12 A of the Act; and
2. The public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**9. EXEMPT: Pay Award 2024/25**

To receive a verbal update on the pay award for 2024/25 from the Managing Director.

**10. EXEMPT: Organisational Development & Human Resources (To Follow) Staffing Update**

To receive an Organisational Development & Human Resources staffing update for consultation.

**11. 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.



**Our meetings**

As we would all appreciate, our meetings will be conducted in a spirit of mutual respect and trust, working together for the benefit of our Community and the Council, and in accordance with our Member Code of Conduct. Courtesy will be shown to all those taking part.



**Streaming of meetings**

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**Accessibility**

The Council's agenda and minutes are provided in English. However, the Council also embraces its duty to anticipate the need to provide documents in different formats, such as audio, large print or in other languages. The Council will provide such formats where a need is identified prior to publication or on request.



**Notice is given** of the intention to hold any part of this meeting in private for consideration of any reports containing "exempt" information, which will be marked accordingly.