

**AGENDA FOR
EMPLOYMENT PANEL**



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To: All Members of Employment Panel

Councillors : T Rafiq (Chair), R Bernstein, J Grimshaw,
D Berry, C Cummins, E Moss, T Tariq, M Walsh and
L Dean

Dear Member/Colleague

Employment Panel

You are invited to attend a meeting of the Employment Panel which will be held as follows:-

Date:	Tuesday, 24 January 2023
Place:	Microsoft Teams
Time:	7.00 pm
Briefing Facilities:	If Opposition Members and Co-opted Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
Notes:	

AGENDA

1 APOLOGIES FOR ABSENCE

2 DECLARATIONS OF INTEREST

Members of the Employment Panel are asked whether they have an interest in any of the matters on the agenda and, if so, to formally declare that interest.

3 MINUTES OF THE PREVIOUS MEETING (Pages 5 - 8)

The minutes of the meeting held on 20 September 2022 are attached for approval and accuracy.

4 TERMS OF REFERENCE OF THE EMPLOYMENT PANEL (Pages 9 - 12)

The terms of reference document is attached, containing the proposed amendments in red.

5 NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT SERVICES (GREEN BOOK) PAY AWARD - ADDITIONAL DAYS LEAVE AND REMOVAL OF SCP1 (Pages 13 - 20)

Report by Councillor Rafiq, Cabinet Member for HR & Corporate Affairs is attached.

6 AMENDMENTS TO OFFICER EMPLOYMENT PROCEDURE RULES AND DISCIPLINARY PROCEDURE FOR HEAD OF PAID SERVICE, MONITORING OFFICER AND CHIEF FINANCE OFFICER (Pages 21 - 38)

Report by Councillor Rafiq, Cabinet Member for HR & Corporate Affairs is attached.

7 CHIEF OFFICER JOB EVALUATION SCHEME (Pages 39 - 44)

Report by Councillor Rafiq, Cabinet Member for HR & Corporate Affairs is attached.

8 WORKFORCE POLICY REVIEW: PHASE 1 (Pages 45 - 58)

Report by Councillor Rafiq, Cabinet Member for HR and Corporate Affairs is attached.

a RECRUITMENT AND SELECTION (Pages 59 - 72)

Appendix 1 – Recruitment and Selection Policy attached.

b DOMESTIC VIOLENCE AND ABUSE (Pages 73 - 86)

Appendix 2 – Domestic Violence and Abuse Policy attached.

c STAFF TRAVEL

d **BANKING OF LEAVE AND CARRY OVER OF LEAVE POLICY**

e **CARRY OVER OF LEAVE ARRANGEMENTS**

f **PAY PROTECTION**

g **REDEPLOYMENT POLICY** (*Pages 87 - 116*)

Appendix 5 – Redeployment Procedure attached.

9 **URGENT BUSINESS**