

**AGENDA FOR  
EMPLOYMENT PANEL**



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**To: All Members of Employment Panel**

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

Dear Member/Colleague

**Employment Panel**

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

<b>Date:</b>	Thursday, 29 February 2024
<b>Place:</b>	Microsoft Teams
<b>Time:</b>	5.30 pm
<b>Briefing Facilities:</b>	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.
<b>Notes:</b>	

## **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 3 - 4)*

The minutes of the meeting held on 16 November 2023 are attached for approval and accuracy.

### **4 PAY POLICY STATEMENT** *(Pages 5 - 36)*

Report from Cabinet Member for Corporate Affairs and HR is attached.  
Appendix 1 attached  
Appendix 2 attached

### **5 EMPLOYMENT POLICY REVIEWS** *(Pages 37 - 104)*

Report from Cabinet Member for Corporate Affairs and HR is attached.  
Appendix 1 – Equality Policy for Employment  
Appendix 1A Equality Policy – Equality Impact Analysis  
Appendix 2 Learning & Development Policy  
Appendix 2A Learning & Development Policy – Equality Impact Assessment  
Appendix 3 – Flexible Working Policy  
Appendix 3A – Flexible Working Policy - Equality Impact Assessment

### **6 URGENT BUSINESS**