

16 March 2018

Our Ref JSCC 28.03.18
Your Ref.
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To: Members of the Committee: Councillor Fiona Hill, Councillor Sarah Dingley, Councillor Bernard Lovewell, Councillor Lynda Needham and Councillor Martin Stears-Handscomb

Substitutes: Councillor Ian Albert, Councillor John Bishop and Councillor Michael Weeks

You are invited to attend a

MEETING OF THE JOINT STAFF CONSULTATIVE COMMITTEE

to be held in the

**FIRST FLOOR, ROOM 2, DISTRICT COUNCIL OFFICES,
GERNON ROAD, LETCHWORTH GARDEN CITY**

On

WEDNESDAY, 28TH MARCH, 2018 AT 3.00 PM

Yours sincerely,



David Miley
Democratic Services Manager

Agenda Part I

Item	Page
1. APOLOGIES FOR ABSENCE	
2. MINUTES - 13 DECEMBER 2017 To take as read and approve as a true record the minutes of the meeting of this Committee held on the 13 December 2017.	(Pages 1 - 8)
3. NOTIFICATION OF OTHER BUSINESS Members should notify the Chairman of other business which they wish to be discussed by the Committee at the end of the business set out in the agenda. They must state the circumstances which they consider justify the business being considered as a matter of urgency. The Chairman will decide whether any item(s) raised will be considered.	
4. CHAIRMAN'S ANNOUNCEMENTS Members are reminded that any declarations of interest in respect of any business set out in the agenda, should be declared as either a Disclosable Pecuniary Interest or Declarable Interest and are required to notify the Chairman of the nature of any interest declared at the commencement of the relevant item on the agenda. Members declaring a Disclosable Pecuniary Interest must withdraw from the meeting for the duration of the item. Members declaring a Declarable Interest which requires they leave the room under Paragraph 7.4 of the Code of Conduct, can speak on the item, but must leave the room before the debate and vote.	
5. STAFF CONSULTATION FORUM To receive the Minutes of the meetings of the Staff Consultation Forums held on 3 January 2018, 7 February 2018 and the Draft Minutes of 7 March 2018.	(Pages 9 - 20)
6. INFORMATION NOTE - PEOPLE STRATEGY UPDATE INFORMATION NOTE OF THE CORPORATE HUMAN RESOURCES MANAGER To update the Committee on the progress made in the last quarter on the People Strategy 2015 – 2020 which covers the Workforce Development needs.	(Pages 21 - 34)
7. INFORMATION NOTE - EQUALITIES UPDATE INFORMATION NOTE OF THE SENIOR HUMAN RESOURCES AND CONTRACTS MANAGER To update the Committee regarding equalities at the Council and review the current situation in respect of Gender Pay Gap, Equalities Data and Equal Pay Report.	(Pages 35 - 46)

8. **DISCUSSION PAPER - THE FUTURE FOR APPRENTICESHIPS, THE APPRENTICE LEVY, PUBLIC SECTOR TARGETS AND HIGHER APPRENTICESHIPS** (Pages 47 - 48)
To receive a discussion paper on the future for apprenticeships, the apprentice levy, public sector targets and higher apprenticeships
9. **SUGGESTED DISCUSSION TOPICS** (Pages 49 - 50)
To consider a comprehensive list of discussion topics from which to choose the subjects for future Committee debate