

NORTH HERTFORDSHIRE DISTRICT COUNCIL



6 December 2019

Our Ref JSCC/18.12.19
Your Ref.
Contact. Committee Services
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To: The Chairman and Members of the Joint Staff Consultative Committee of North Hertfordshire District Council

District Councillors Councillor Kay Tart (Chairman), Councillor Kate Aspinwall, Councillor Terry Hone, Councillor Keith Hoskins MBE and Councillor Claire Strong

(Substitutes: Councillors Councillor Paul Clark, Councillor Tony Hunter and Councillor Martin Stears-Handscomb)

UNISON Representatives: Debbie Ealand, Keith Fitzpatrick-Matthews and Dee Levett

Staff Consultation Forum Representatives: Christina Corr, Lea Ellis, Ben Glover, Emma Jellis and James Watson

You are invited to attend a

MEETING OF THE JOINT STAFF CONSULTATIVE COMMITTEE

to be held in the

**FIRST FLOOR, ROOM 2/3, DISTRICT COUNCIL OFFICES,
GERNON ROAD, LETCHWORTH GARDEN CITY**

On

WEDNESDAY, 18TH DECEMBER, 2019 AT 10.00 AM

Yours sincerely,

Jeanette Thompson
Service Director – Legal and Community

Agenda **Part I**

Item	Page
1. APOLOGIES FOR ABSENCE	
2. MINUTES - 3 OCTOBER 2019 To take as read and approve as a true record the minutes of the meeting of this Committee held on the 3 October 2019.	(Pages 5 - 10)
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, wishing to exercise a 'Councillor Speaking Right', must declare this at the same time as the interest, move to the public area before speaking to the item and then must leave the room before the debate and vote.	
5. STAFF CONSULTATION FORUM To receive the Minutes of the Staff Consultation Forum Meeting held on 2 October 2019 and the draft Minutes of the Staff Consultation Forum Meeting held on 6 November 2019.	(Pages 11 - 18)
6. PEOPLE STRATEGY UPDATE AND ANNUAL REPORT 2019 INFORMATION NOTE OF THE CORPORATE HUMAN RESOURCES MANAGER. To receive an update on the progress made in the last quarter on the People Strategy 2015 – 2020.	(Pages 19 - 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 in respect of Equalities Data and Gender Pay Gap.	(Pages 35 - 54)
8. STRATEGIC DISCUSSION PAPER - SALARY SACRIFICE SCHEMES To receive a discussion paper on Salary Sacrifice Schemes.	(Pages 55 - 56)

9. FUTURE DISCUSSION TOPICS

To consider the subjects for debate at future meetings of the Committee.