

NORTH HERTFORDSHIRE DISTRICT COUNCIL



28 February 2020

Our Ref JSCC/11.03.20
Contact. Committee Services
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To: The Chair and Members of the Joint Staff Consultative Committee of North Hertfordshire District Council

District Councillors Councillor Kay Tart (Chair), 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

NOTICE IS HEREBY GIVEN OF 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, 11TH MARCH, 2020 AT 10.00 AM

Yours sincerely,

Jeanette Thompson
Service Director – Legal and Community

****MEMBERS PLEASE ENSURE THAT YOU DOWNLOAD ALL AGENDAS AND REPORTS VIA THE MOD.GOV APPLICATION ON YOUR TABLET BEFORE ATTENDING THE MEETING****

Agenda **Part I**

Item	Page
1. APOLOGIES FOR ABSENCE	
2. MINUTES - 18 DECEMBER 2019 To take as read and approve as a true record the minutes of the meeting of the Committee held on the 18 December 2019.	(Pages 5 - 10)
3. NOTIFICATION OF OTHER BUSINESS Members should notify the Chair of other business which they wish to be discussed at the end of either Part I or Part II 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 Chair will decide whether any item(s) raised will be considered.	
4. CHAIR'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 Chair 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 4 December 2019, 8 January 2020 and the draft Minutes of the Staff Consultation Forum Meeting held in February 2020.	(Pages 11 - 22)
6. PEOPLE STRATEGY UPDATE INFORMATION NOTE 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 23 - 36)

7. **INFORMATION NOTE - EQUALITIES UPDATE** (Pages
INFORMATION NOTE OF THE SENIOR HUMAN RESOURCES AND 37 - 46)
CONTRACTS MANAGER

To provide the Committee with a further update regarding equalities at the Council in respect of Equalities Data, Gender Pay Gap and Home Locations & Distances to DCO.

8. **STRATEGIC DISCUSSION PAPER - SUCCESSION PLANNING AND** (Pages
CAREER DEVELOPMENT 47 - 48)

To receive a discussion paper on Succession Planning & Career Development.

9. **FUTURE DISCUSSION TOPICS**

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