

NORTH HERTFORDSHIRE DISTRICT COUNCIL



26 February 2020

Our Ref Joint Staff Consultative Committee/10 March
2020
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 (Vice-Chair), Councillor Terry Hone, Councillor Keith Hoskins MBE and Councillor Claire Strong

(Substitutes: Councillors Councillor David Barnard, Councillor Paul Clark, Councillor Sam Collins, Councillor Tony Hunter, Councillor Sue Ngwala and Councillor Martin Stears-Handscorn)

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

Staff Consultation Forum Representatives: Lea Ellis, Emma Jellis, Allison Fox, Christina Corr, Nicola Viinikka, William Stafford, Matthew Hepburn, Andrew Betts

NOTICE IS HEREBY GIVEN OF A

MEETING OF THE JOINT STAFF CONSULTATIVE COMMITTEE

to be held as

A VIRTUAL MEETING

On

WEDNESDAY, 10TH MARCH, 2021 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.	WELCOME AND REMOTE/PARTLY REMOTE MEETINGS PROTOCOL SUMMARY Members are requested to ensure that they are familiar with the attached summary of the Remote/Partly Remote Meetings Protocol. The full Remote/Partly Remote Meetings Protocol has been published and is available here: https://www.north-herts.gov.uk/home/council-and-democracy/council-and-committee-meetings .	
2.	APOLOGIES FOR ABSENCE Members are requested to notify Committee Services of any substitutions by 12 Noon the day before the meeting. Late substitutions will not be accepted and Members attending as a substitute without having given the due notice will not be able to take part in the meeting.	
3.	MINUTES - 16 DECEMBER 2020 To take as read and approve as a true record the minutes of the meeting of the Committee held on 16 December 2020.	(Pages 5 - 10)
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 from the Staff Consultation Forum from December 2020, January 2021, and February 2021.	(Pages 11 - 26)
6.	HR UPDATE INFORMATION NOTE OF THE HR SERVICES MANAGER. To update the Committee on the progress made in the last quarter completing HR work and projects as well as the work supporting employees through COVID, lockdown and ongoing restrictions.	(Pages 27 - 38)

- 7. EQUALITIES UPDATE** (Pages
INFORMATION NOTE OF THE SENIOR HR AND CONTRACTS MANAGER 39 - 58)

To update the Committee in in respect of equalities at the Council including new equalities data and the Gender Pay Gap.
- 8. STRATEGIC DISCUSSION PAPER** (Pages
To receive a discussion paper on the uptake of salary sacrifice schemes. 59 - 60)
- 9. FUTURE DISCUSSION TOPICS** (Pages
To consider the subjects for debate at future meetings of the Committee and review discussion topics previously considered by the Committee. 61 - 62)