

NORTH HERTFORDSHIRE DISTRICT COUNCIL



6 June 2025

Our Ref Joint Staff Consultative Committee 18 June 2025
Contact. Committee Services
Direct Dial. (01462) 474655
Email. committee.services@north-herts.gov.uk

To: Members of the Joint Staff Consultative Committee of North Hertfordshire District Council

District Councillors: Ian Albert, Daniel Allen, Keith Hoskins MBE, Bryony May and Claire Strong.

Substitutes Councillors: Sadie Billing, Ruth Brown, Joe Graziano, Tim Johnson and Nigel Mason.

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

Staff Consultation Forum Representatives: Claire Bernard, Andrew Betts, Christina Corr, Melanie Ferdaous, Louis Franklin, Reina Gendle, Tiranah Straughan and Katie Thomas.

NOTICE IS HEREBY GIVEN OF A

MEETING OF THE JOINT STAFF CONSULTATIVE COMMITTEE

to be held as a Virtual Meeting

VIRTUAL VIA ZOOM

On

WEDNESDAY, 18TH JUNE, 2025 AT 10.00 AM

Yours sincerely,

Jeanette Thompson
Director – Governance

****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	Members are required to notify any substitutions by midday 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.	
2. MINUTES - 19 MARCH 2025	To take as read and approve as a true record the minutes of the meeting of the Committee held on the 19 March 2025.	(Pages 5 - 10)
3. 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.	
4. SCF MINUTES	To receive the Minutes of the Staff Consultation Forum meetings from March, April and May 2025.	(Pages 11 - 22)
5. HR INFORMATION NOTE	INFORMATION NOTE OF THE HR SERVICES MANAGER To update the Joint Staff Consultative Committee on the progress made in the last quarter completing HR work and projects and supporting people issues.	(Pages 23 - 28)
6. DISCUSSION PAPER - SUCCESSION PLANNING AND FUTURE PROOFING	To receive a discussion paper on Succession Planning and Future Proofing.	(Pages 29 - 30)
7. DISCUSSION PAPER - MICROAGGRESSIONS AND UNCONSCIOUS BIAS IN THE WORKPLACE	To receive a discussion paper on Microaggressions and Unconscious Bias in the Workplace.	(Pages 31 - 32)

8. SUGGESTED DISCUSSION TOPICS
To consider topics for discussion at a future meeting of the Committee.

(Pages
33 - 34)