

3 October 2025

Our Ref Joint Staff Consultative Committee 15
October 2025
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: Ian Albert, Daniel Allen, Keith Hoskins, 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, Louis Franklin and Tiranah Straughan.

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, 15TH OCTOBER, 2025 AT 2.00 PM

Yours sincerely,

Isabelle Alajooz
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.	ELECTION OF CHAIR FOR THE CIVIC YEAR 2025/26 To elect a Chair for the Joint Staff Consultative Committee for the Civic Year 2025/26.	
2.	APOLOGIES FOR ABSENCE Members are required to notify any substitutions by midday on the day of 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.	ELECTION OF VICE-CHAIR FOR THE CIVIC YEAR 2025/26 To elect a Vice-Chair for the Joint Staff Consultative Committee for the Civic Year 2025/26.	
4.	MINUTES - 18 JUNE 2025 To take as read and approve as a true record the minutes of the meeting of the Committee held on the 18 June 2025.	(Pages 5 - 12)
5.	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.	
6.	HR INFORMATION NOTE INFORMATION NOTE OF THE HUMAN RESOURCES 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 13 - 18)
7.	DISCUSSION PAPER - EMPLOYER VALUE PROPOSITION To receive a discussion paper on the Employer Value Proposition.	(Pages 19 - 20)

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| 8. | SCF MINUTES
To receive the Minutes of the Staff Consultation Forums from June, July and September 2025. | (Pages
21 - 32) |
| 9. | SUGGESTED DISCUSSION TOPICS
To consider topics for discussion at a future meeting of the Committee. | (Pages
33 - 34) |