

19 January 2026

Our Ref Joint Staff Consultative Committee 28
January 2026
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: Daniel Allen (Chair) Claire Strong (Vice Chair) Ian Albert, Keith Hoskins and Bryony May.

Substitute 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: Christina Corr, Melanie Ferdaous, Louis Franklin, Christine Howe, Tiranan Straughan, Katie Thomas and Martin Trotter.

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, 28TH JANUARY, 2026 AT 10.00 AM

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. 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.	
2. MINUTES - 15 OCTOBER 2025	To take as read and approve as a true record the minutes of the meeting of the Committee held on the 15 October 2025.	(Pages 3 - 8)
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 Forums from October, November and December 2025.	(Pages 9 - 20)
5. 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 21 - 26)
6. DISCUSSION PAPER - MANAGING CHANGE	To receive a discussion paper on Managing Change.	(Pages 27 - 28)
7. SUGGESTED DISCUSSION TOPICS	To consider topics for discussion at a future meeting of the Committee.	(Pages 29 - 30)