

10 April 2026

Our Ref. Joint Staff Consultative Committee 22 April
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.

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

UNISON Representatives: Debbie Ealand and Keith Fitzpatrick-Matthews.

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

VIA ZOOM

On

WEDNESDAY, 22ND APRIL, 2026 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
<p>1. APOLOGIES FOR ABSENCE Members are required to notify any substitutions by midday on the day of the meeting.</p> <p>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.</p>	
<p>2. MINUTES - 28 JANUARY 2026 To take as read and approve as a true record the minutes of the meeting of the Committee held on the 28 January 2026.</p>	(Pages 5 - 10)
<p>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.</p>	
<p>4. SCF MINUTES To receive the Minutes of the Staff Consultation Forums from January, March and April 2026.</p>	(Pages 11 - 26)
<p>5. HR INFORMATION NOTE INFORMATION NOTE OF THE HR SERVICES MANAGER</p> <p>To update the Joint Staff Consultative Committee on the progress made in the last quarter completing HR work and projects and supporting people issues.</p>	(Pages 27 - 32)
<p>6. INFORMATION NOTE: LGA CORPORATE PEER CHALLENGE FOLLOW-UP INFORMATION NOTE OF THE DIRECTOR – RESOURCES</p> <p>This information note sets out the details of the various reports relating to the Corporate Peer Challenge and the follow-up. It then details the contents of the follow-up report that relate to HR matters, including capacity, Leadership Team, People Strategy, Learning and Development, and communicating with staff.</p>	(Pages 33 - 34)

- 7. DISCUSSION PAPER - RECRUITMENT AND RETENTION IN TIMES OF UNCERTAINTY** (Pages 35 - 36)
To receive a discussion paper on Recruitment and Retention in Times of Uncertainty.
- 8. SUGGESTED DISCUSSION TOPICS** (Pages 37 - 38)
To consider topics for discussion at a future meeting of the Committee.