

Notice of Meeting

Employment Committee

Councillor Pickering (Chair),
Councillor Gillbe (Vice-Chair),
Councillors Allen, M Forster, Frost, McLean, O'Regan, P Thompson
and Watts

Wednesday 7 February 2024, 7.30 pm
Council Chamber - Time Square, Market Street, Bracknell, RG12
1JD



Agenda

*All councillors at this meeting have adopted the Mayor's Charter
which fosters constructive and respectful debate.*

| Item | Description | Page |
|------|---|-------|
| 1. | Apologies | |
| | To receive apologies for absence and to note the attendance of any substitute members. | |
| 2. | Declarations of Interest | |
| | <p>Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.</p> <p>Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.</p> <p>Any Member with an affected Interest in a matter must disclose the interest to the meeting. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.</p> | |
| 3. | Minutes from previous meeting | 3 - 4 |
| | To approve as a correct record the minutes of the meeting of the Committee held on 18 December 2023. | |
| 4. | Urgent Items of Business | |
| | Any other items which, pursuant to Section 100B(4)(b) of the Local Government Act 1972, the Chairman decides are urgent. | |
| 5. | Update from the Chairman of the Local Joint Committee | |
| | A verbal update from the Chairman of the Local Joint Committee. | |

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| 6. | Minutes of Sub Groups | 5 - 6 |
| | The Committee is asked to note the minutes of the Local Joint Committee held on 18 December 2023. | |
| 7. | Pay Policy Statement | 7 - 38 |
| | To review and agree the Pay Policy Statement for 2024/25. Reporting: Paul Young, Assistant Director: Human Resources and Organisational Development | |
| 8. | HR Policy Review | 39 - 108 |
| | To review and agree the following revised policy and procedures: <ul style="list-style-type: none"> a) Disciplinary Procedure b) Lone Working Policy c) Performance Improvement/Capability Procedure d) Time off for Public Duties Procedure e) Time off for Dependents and Carer's Leave Policy Reporting: Paul Young, Assistant Director: Human Resources and Organisational Development, Alison Beswick, HR Advisor | |
| 9. | Armed Forces Covenant | 109 - 132 |
| | To seek agreement for the council to reaffirm its pledge to the Armed Forces community by signing the Armed Forces Covenant Pledge and to commit to attaining the Defence Employer Recognition Scheme (ERS) Silver Award in 2024. Reporting: Harjit Hunjan, Abby Thomas, Assistant Director: Chief Executive's Office, Paul Young, Assistant Director: Human Resources and Organisational Development | |

Sound recording, photographing, filming and use of social media is permitted. Please contact Jamie Beardsmore, 01344 325000, jamie.beardsmore@bracknell-forest.gov.uk, so that any special arrangements can be made.

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