



HUMAN RESOURCES AND COUNCIL TAX COMMITTEE

DATE:	Monday, 26 February 2024
TIME:	7.30 pm
VENUE:	Committee Room - Town Hall, Station Road, Clacton-on-Sea, CO15 1SE

MEMBERSHIP:

Councillor Chapman BEM (Chairman)
Councillor Calver (Vice-Chairman)
Councillor Amos
Councillor Guglielmi

Councillor Morrison
Councillor Skeels Jnr.
Councillor G Stephenson

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This meeting will be filmed by the Council for live and/or subsequent broadcast on the Council's website. The whole of the meeting will be filmed, except where there are confidential or exempt items, and the footage will be on the website for up to 24 months (the Council retains one full year of recordings and the relevant proportion of the current Municipal Year). The Council will seek to avoid/minimise footage of members of the public in attendance at, or participating in, the meeting. In addition, the Council is obliged by law to allow members of the public to take photographs, film, audio record and report on the proceedings at public meetings. The Council will only seek to prevent this should it be undertaken in a disruptive or otherwise inappropriate manner.

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DATE OF PUBLICATION: Friday, 16 February 2024

AGENDA

1 Apologies for Absence and Substitutions

The Committee is asked to note any apologies for absence and substitutions received from Members.

2 Minutes of the Last Meeting (Pages 1 - 10)

To confirm and sign as a correct record, the minutes of the last meeting of the Committee, held on Thursday 12 October 2024.

3 Declarations of Interest

Councillors are invited to declare any Disclosable Pecuniary Interests, Other Registerable Interests of Non-Registerable Interests, and the nature of it, in relation to any item on the agenda.

4 Questions on Notice pursuant to Council Procedure Rule 38

Subject to providing two working days' notice, a Member of the Committee may ask the Chairman of the Committee a question on any matter in relation to which the Council has powers or duties which affect the Tendring District **and** which falls within the terms of reference of the Committee.

5 Report of the Assistant Director (Finance & IT) - A.1 - Formal Confirmation of Council Tax Amounts for 2024/25 following the Notification of the Precepts from the Major Precepting Authorities (Pages 11 - 20)

To set out and seek confirmation of the final Council Tax amounts for 2024/25 including the precepts issued for 2024/25 by Essex County Council, Essex Fire and Essex Police.

6 Career Track - Update

The Committee will receive a verbal update on the work of the Council's Career Track service.

7 Report of the Assistant Director (Partnerships) - A.2 - Pay Policy Statement 2024/25 (Pages 21 - 42)

To present the Council's draft Pay Policy Statement for 2024/25 for recommendation onto Full Council for approval and adoption.

8 Report of the Assistant Director (Partnerships) - A.3 - Proposed changes to how the Council uses the National Job Evaluation Scheme (Localised Arrangements) (Pages 43 - 54)

To provide members of the Human Resources and Council Tax Committee with an update on the proposed changes to the Council's localised adoption of the National Job Evaluation Scheme.

9 Report of the Assistant Director (Partnerships) - A.4 - Employment Legislation Update (Pages 55 - 60)

To provide members of the Human Resources and Council Tax Committee with an update on several key legislative changes in the UK during 2024, which focus on family-related policies, protection from harassment, and reforms in flexible and predictable working.

10 Exclusion of Press and Public

The Committee is requested to consider passing the following resolution:-

“That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of Agenda Item 11 on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3 and 4 of Part 1 of Schedule 12A, as amended, of the Act.”

11 Exempt Minute of the Last Meeting (Pages 61 - 62)

To confirm and sign as a correct record the exempt minute of the last meeting of the Committee held on Thursday, 12 October 2023.

Date of the Next Scheduled Meeting

The next scheduled meeting of the Human Resources and Council Tax Committee will be held on a date to be determined in due course.

Information for Visitors

FIRE EVACUATION PROCEDURE

There is no alarm test scheduled for this meeting. In the event of an alarm sounding, please calmly make your way out of any of the fire exits in the room and follow the exit signs out of the building.

Please heed the instructions given by any member of staff and they will assist you in leaving the building and direct you to the assembly point.

Please do not re-enter the building until you are advised it is safe to do so by the relevant member of staff.

Your calmness and assistance is greatly appreciated.