



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: THURSDAY, 18TH JULY 2024

Venue: LANCASTER TOWN HALL

Time: 6.00 P.M.

A G E N D A

1. **Apologies for absence**

2. **Appointment of a Vice-Chair**

To appoint a Vice-Chair for the duration of the 2024/25 municipal year.

3. **Declarations of Interest**

To receive declarations by Councillors of interests in respect of items on this Agenda.

Councillors are reminded that, in accordance with the Localism Act 2011, they are required to declare any disclosable pecuniary interests which have not already been declared in the Council's Register of Interests. (It is a criminal offence not to declare a disclosable pecuniary interest either in the Register or at the meeting).

Whilst not a legal requirement, in accordance with Council Procedure Rule 9 and in the interests of clarity and transparency, Councillors should declare any disclosable pecuniary interests which they have already declared in the Register, at this point in the meeting.

In accordance with Part B Section 2 of the Code Of Conduct, Councillors are required to declare the existence and nature of any other interests as defined in paragraphs 8(1) or 9(2) of the Code of Conduct.

4. **Minutes**

To receive as a correct record the Minutes of meeting held on 5th March 2024 (previously circulated).

5. **Items of Urgent Business authorised by the Chair**

6. **HR Dashboard (Pages 4 - 13)**

Report of the Talent & Organisational Development Officer.

7. **Health and Safety Policy Development Review (Pages 14 - 42)**

Report of the Chief Officer People and Policy. (report and appendices published on 12th July 2024).

8. **HR Policy Development and Review** (Pages 43 - 93)

Report of the Chief Officer People and Policy. (report and appendices published on 16th July 2024).

9. **Exclusion of the Press and Public**

The Committee is recommended to pass the following recommendation in relation to the following items:-

“That, in accordance with Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business, on the grounds that they could involve the possible disclosure of exempt information as defined in paragraph 1 of Schedule 12A of that Act.”

Members are reminded that, whilst the following items have been marked as exempt, it is for the Committee itself to decide whether or not to consider these in private or in public. In making the decision, Members should consider the relevant paragraph of Schedule 12A of the Local Government Act 1972, and also whether the public interest in maintaining the exemption outweighs the public interest in disclosing the information. In considering their discretion Members should also be mindful of the advice of Council Officers.

10. **Proposed Voluntary Redundancy Requests - Environment & Place** (Pages 94 - 97)

Report of Chief Officer – Environment & Place.

11. **Proposed Voluntary Redundancy Requests - People and Policy** (Pages 98 - 101)

Report of the Chief Officer – People and Policy.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Prof Chris Harris (Chair), Mandy Bannon, Paul Hart, Caroline Jackson, Paul Newton, Margaret Pattison and Jason Wood

(ii) Substitute Membership

Councillors Matthew Black, Alan Greenwell, Sue Penney, Sam Riches and Sue Tyldesley

(iii) Queries regarding this Agenda

Please contact Stephen Metcalfe, Democratic Support - email sjmetcalfe@lancaster.gov.uk.

(iv) Changes to Membership, substitutions or apologies

Please contact Democratic Support email democraticsupport@lancaster.gov.uk.

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