



**Committee:** PERSONNEL COMMITTEE

**Date:** THURSDAY, 22<sup>ND</sup> SEPTEMBER 2022

**Venue:** LANCASTER TOWN HALL

**Time:** 6.10 P.M.

**Please note this meeting will be held in Lancaster Town Hall.**

## A G E N D A

1. **Apologies for absence**

2. **Minutes**

Minutes of meeting held on 14<sup>th</sup> June 2022 (previously circulated).

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

5. **HR Policy Development and Review - A new Armed Forces Employment Policy**  
(Pages 3 - 19)

Report of the Corporate Services Training and Project Delivery Lead.

6. **HR Policy Development and Review - The new Employee Volunteering Policy**  
(Pages 20 - 31)

Report of the Human Resources Business Partner.

7. **Local Government Pay 2022** (Pages 32 - 35)

Report of the Head of HR and OD.

8. **Statutory Guidance on the making and disclosure of Special Severance Payments by local authorities in England** (Pages 36 - 311)

Report of Head of HR and OD.

9. **Appointment to the Joint Consultative Committee on Health and Safety**

To appoint a member of the Personnel Committee to the Joint Consultative Committee on Health and Safety.

**ADMINISTRATIVE ARRANGEMENTS**

**(i) Membership**

Councillors Paul Anderton (Chair), Jason Wood (Vice-Chair), Fabiha Askari, Roger Dennison, Mel Guilding, Caroline Jackson and Debbie Jenkins

**(ii) Substitute Membership**

Councillors Roger Cleet (Substitute), Geoff Knight (Substitute), Erica Lewis (Substitute), Cary Matthews (Substitute), Oliver Robinson (Substitute), Paul Stubbins (Substitute), Joanna Young (Substitute) and (Conservative (Substitute)

**(iii) Queries regarding this Agenda**

Please contact Stephen Metcalfe, Democratic Services - email [sjmetcalfe@lancaster.gov.uk](mailto:sjmetcalfe@lancaster.gov.uk).

**(iv) Changes to Membership, substitutions or apologies**

Please contact Democratic Support email [democracy@lancaster.gov.uk](mailto:democracy@lancaster.gov.uk).

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