



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: TUESDAY, 5TH MARCH 2024

Venue: LANCASTER TOWN HALL

Time: 6.10 P.M.

A G E N D A

1. **Apologies for absence**

2. **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.

3. **Minutes**

Minutes of meeting held on 15th February 2024.

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

5. **Health and Safety Policy Development and Review (Pages 3 - 77)**

Report of the Chief Officer - People and Policy. Report and appendices published on 29.02.24.

6. **HR Policy Development and Review (Pages 78 - 116)**

Report of HR Policy and Strategy Lead.

7. **Pay Policy Statement 2024/2025 (Pages 117 - 148)**

Report of the Chief Officer – People and Policy.

8. **Gender Pay Gap Reporting** (Pages 149 - 161)

Report of the Chief Officer – People and Policy.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Prof Chris Harris (Chair), Jason Wood (Vice-Chair), Mandy Bannon, Paul Hart, Caroline Jackson, Paul Newton and Sue Penney

(ii) Substitute Membership

Councillors Alan Greenwell, 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.

MARK DAVIES,
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