

# **MINUTES OF THE General Purposes Committee HELD ON Thursday, 22nd January, 2026, 7.00 - 7.21 pm**

## **PRESENT:**

**Councillors: Cressida Johnson (Chair), Carroll (Vice-Chair), Dawn Barnes and Amin**

### **60. FILMING AT MEETINGS**

The Chair referred to the filming at meetings notice, and attendees noted this information.

#### **RESOLVED:**

That the filming procedure was noted.

### **61. APOLOGIES FOR ABSENCE**

Apologies were received from Councillors Paton, Barnes and Ali

Councillor Amin substituted for Councillor Ali.

### **62. URGENT BUSINESS**

There was none.

### **63. DECLARATIONS OF INTEREST**

There were none.

### **64. DEPUTATIONS/PETITIONS/QUESTIONS**

There were none.

### **65. MINUTES**

The minutes of the previous meeting, 9 October 2025, were discussed.

#### **RESOLVED:**

The minutes of the previous meeting, 9 October 2025, were agreed as a true and accurate record of proceedings.

## 66. PEOPLE REPORT

The Head of Head of Employee Relations, Business Partners & Reward introduced the report.

It was explained that the workforce had increased slightly from the previous report and there had been an increase in pay of 3.7%, which was mainly due to increase in pay in April 2025.

It was noted there was a reduction in hours of agency workers. The Council continued to seek to reduce agency staff numbers.

General staffing updates were highlighted from the report, including recruitment of additional apprentices.

Following questions from Councillors, the following points were shared:

- It was explained that sickness figures had decreased generally per person across the workforce. However, it was noted that HR had been proactively managing sickness more.

### **RESOLVED:**

That the Committee:

1. Noted the report

## 67. HR POLICIES

The Head of Head of Employee Relations, Business Partners & Reward introduced the report.

The proposed changes to the Job Evaluation Policy, Induction Policy, Recruitment Policy were outlined. The Pay Policy Statement for 2026/27 was also outlined, for recommendation to Full Council.

It was explained that all policies were developed in collaboration with HR, Unions and colleagues across the Council to develop best practice, as well as worked to ACAS best practice guidelines.

Following questions from Councillors, the following points were shared:

It was explained that there was good guidance to support apprentices at the end of their apprenticeship to support them in applying for posts, and that there was the opportunity for internal only advertisements for apprenticeships to prioritise them. However, it was stressed there were frameworks to ensure fairness in recruitment.

### **RESOLVED:**

That the Committee:

1. Approved the changes to the Job Evaluation Policy and Induction Policy.
2. Approved the changes to the Recruitment Policy as outlined at section 6.5 of this report.
3. Approved and remitted the Pay Policy Statement 2026/27 for endorsement by Full Council on 2<sup>nd</sup> March 2026.

**68. NEW ITEMS OF URGENT BUSINESS**

There were none.

**69. DATE OF THE NEXT MEETING**

The date of the next meeting was noted. It was explained that it was not expected that there would be scheduled business, and unless that changed before the next meeting, the Committee agreed to cancel the following meeting.

CHAIR: Councillor Cressida Johnson

Signed by Chair .....

Date .....

This page is intentionally left blank