

## **Meeting of the Full Council - 17 December 2020**

### **Report of the Employment Committee Meeting held on 12 October 2020**

**Chair: County Councillor Keith Iddon**

#### **Part I (Open to Press and Public)**

##### **Revised Grievance and Harassment Policies and Procedures**

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, regarding the council's Grievance and Harassment Policies and Procedures which have been reviewed and revised as part of the Human Resources policy review program.

**Resolved:** That, the revised Grievance and Harassment Policies and Procedures, set out in Appendices 'A' and 'B' of the report, be approved.

### **Report of the Employment Committee meeting held on 9 November 2020**

**Chair: County Councillor Keith Iddon**

#### **Part II (Not Open to Press and Public)**

##### **Local Pensions Partnership Pay Proposals**

(Not for Publication – Exempt information as defined in Paragraphs 1, 2, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The committee considered and discussed a report from Laura Sales, Director of Corporate Services, regarding pay proposals made by the Local Pensions Partnership.

**Resolved:** That

- (i) The Local Pension Partnership pay proposals and establishment of two new roles, as presented, be approved.
- (ii) The agreement of the final pay for the roles be delegated to the Head of Fund, if the review from the London Pension Fund Authority led to a recommended salary within a 5% threshold of the proposed salary set out in the report.