



Establishment Committee

Date: WEDNESDAY, 10 JULY 2019
Time: 11.00 am
Venue: COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL

Members:

Deputy Edward Lord (Chair)	Jeremy Mayhew
Deputy Kevin Everett (Deputy Chairman)	Sylvia Moys
Randall Anderson	Deputy Joyce Nash
Deputy Keith Bottomley	Barbara Newman
Alderman Sir Charles Bowman	Deputy Richard Regan
Tracey Graham	Deputy Elizabeth Rogula
Deputy the Revd Stephen Haines	Ruby Sayed
Christopher Hayward	Deputy Philip Woodhouse
Deputy Jamie Ingham Clark	

Enquiries: John Cater
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Lunch will be served in Guildhall Club at 1pm

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

3. **MINUTES**

To agree the public minutes of the meeting held on 30th April 2019.

For Decision
(Pages 1 - 8)

4. **OUTSTANDING ACTIONS REPORT**

Report of the Town Clerk.

For Information
(Pages 9 - 10)

Strategic Business

5. **BREXIT UPDATE**

The Director of Human Resources to be heard.

For Information

For Formal Decision

6. **FREQUENCY OF MEETINGS AND WORKLOAD**

Report of the Town Clerk

For Decision
(Pages 11 - 14)

7. **THE STARRING SYSTEM ON ESTABLISHMENT COMMITTEE AGENDAS**

Report of the Town Clerk.

For Decision
(Pages 15 - 16)

For Information

8. **DRAFT PUBLIC SECTOR EXIT PAYMENT REGULATIONS**

Report of the Director of Human Resources.

For Information
(Pages 17 - 24)

9. **EQUALITY AND INCLUSION UPDATE**

Report of the Director of Human Resources.

For Information
(Pages 25 - 44)

10. **ANNUAL EMPLOYEE PROFILE REPORT 2018 - 2019**

Report of the Director of Human Resources.

For Information
(Pages 45 - 70)

11. **HR SUPPORT FOR THE FUNDAMENTAL REVIEW**

Report of the Director of Human Resources.

For Information
(Pages 71 - 74)

12. **SIMPLIFICATION OF HR PROCESSES**

Report of the Director of Human Resources.

For Information
(Pages 75 - 78)

13. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

14. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

15. **EXCLUSION OF THE PUBLIC**

MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

16. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 30th April 2019.

For Decision
(Pages 79 - 80)

17. **OUTSTANDING ACTIONS REPORT**

Report of the Town Clerk.

For Information
(Pages 81 - 82)

For Information

18. **TAKING FORWARD THE RESULTS OF THE EMPLOYEE ENGAGEMENT SURVEY**

Report of the Town Clerk.

For Information
(Pages 83 - 104)

19. **2020 IT SERVICES PROGRAMME - PREPARATION OF TENDER**

Report of the Chamberlain.

For Information
(Pages 105 - 118)

20. **LONDON BOROUGH'S' LEGAL ALLIANCE (LBLA) BARRISTERS FRAMEWORK PROCUREMENT STAGE 1**

Report of the Chamberlain.

For Information
(Pages 119 - 124)

21. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

22. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

Part 3 - Confidential Agenda

23. **CONFIDENTIAL MINUTES**

To agree the Confidential minutes of the last meeting held on 30th April 2019.

For Decision

For Formal Decision

24. **BARBICAN - STAFFING ISSUE**

Report of the Chief Operating & Financial Officer of the Barbican Centre

For Decision

For Information

25. **HR SUPPORT FOR THE FUNDAMENTAL REVIEW - APPENDIX**

Appendices to ITEM 11

For Information

26. **TOWN CLERK'S UPDATE**

The Town Clerk to be heard.

For Information