



Any key decision/s set below will come into force and may be implemented after 5.00pm on the fifth clear working day after publication of the decision, unless they are called-in, with the exception of any key decision on a matter dealt with under the special urgency provisions set out in the Constitution which may be implemented immediately.

**1 Announcements, Apologies for Absence and Declarations of Interest**

Apologies were received from Cllr Nethsingha who was substituted by Cllr Murphy and Cllr Sainsbury who was substituted by Cllr Fitzgerald.

**2 Declarations of Interest**

Cllr Smith and Mayor Dr Nik Johnson both declared an interest in respect of item 6 on the agenda as they were members of Unison.

**3 Chair's Announcements**

No announcements were made.

**4 Minutes of the Previous Meetings**

RESOLVED (UNANIMOUS)

- a) That the minutes of the Employment Committee meetings held on 14 March and 20 March 2023 be approved as an accurate record.

**5 Human Resources Policies**

RESOLVED (UNANIMOUS):

- a) To approve the 13 HR Policies set out in the table at paragraph 3.4 of the report.

**6 Trade Unions Report**

RESOLVED:

- a) Approve the CPCA voluntarily recognising the following Trade Unions: Unison, GMB and Unite.
- b) Approve the CPCA entering into a recognition and procedural agreement with the Trade Unions based on the template provided in Appendix 1 and delegates authority to the Assistant Director of Human Resources, in consultation with the Mayor of the Combined Authority and the Monitoring Officer, to fine tune and finalise the specific terms of the agreement, sign the agreement and to finalise any other necessary documents on behalf of the CPCA.

**7 Date of next meeting**

The date of the next meeting was confirmed as Monday 3 July 2023