



## **Notice of a public meeting of**

### **Staffing Matters and Urgency Committee**

**To:** Councillors Douglas (Chair), Kilbane (Vice-Chair), and Ayre

**Date:** Monday, 1 September 2025

**Time:** 5.30 pm

**Venue:** West Offices - Station Rise, York YO1 6GA

### **AGENDA**

#### **1. Apologies for Absence**

To receive and note apologies for absence.

#### **2. Declarations of Interest (Pages 5 - 6)**

At this point in the meeting, Members and co-opted members are asked to declare any disclosable pecuniary interest, or other registerable interest, they might have in respect of business on this agenda, if they have not already done so in advance on the Register of Interests. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

[Please see attached sheet for further guidance for Members]

### **3. Exclusion of Press and Public**

To consider the exclusion of the press and public from the meeting during consideration of the following:

Annex A to Agenda Item 7, Redundancy, Pension and Exit Discretions Expenditure, on the grounds that it contains information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

### **4. Minutes (Pages 7 - 10)**

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 14 July 2025.

### **5. Public Participation**

At this point in the meeting members of the public who have registered to speak can do so. Members of the public may speak on agenda items or on matters within the remit of the committee.

**Please note that our registration deadlines are set as 2 working days before the meeting, in order to facilitate the management of public participation at our meetings.** The deadline for registering at this meeting is 5:00pm on Thursday, 28 August 2025.

To register to speak please visit [www.york.gov.uk/AttendCouncilMeetings](http://www.york.gov.uk/AttendCouncilMeetings) to fill in an online registration form. If you have any questions about the registration form or the meeting, please contact Democratic Services. Contact details can be found at the foot of this agenda.

### **Webcasting of Public Meetings**

Please note that, subject to available resources, this meeting will be webcast including any registered public speakers who have given their permission. The meeting can be viewed live and on demand at [www.york.gov.uk/webcasts](http://www.york.gov.uk/webcasts).

During coronavirus, we made some changes to how we ran council meetings, including facilitating remote participation by public speakers. See our updates ([www.york.gov.uk/COVIDDemocracy](http://www.york.gov.uk/COVIDDemocracy)) for more information on meetings and decisions.

**6. Workforce Profile as at Quarter 1 2025/26 (Pages 11 - 28)**

This report provides the committee with the workforce profile covering the period of 1 April to 30 June 2025.

**7. Redundancy, Pension and Exit Discretions Expenditure (Pages 29 - 34)**

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with redundancy, pension or exit discretions paid in accordance with council policy to employees below Chief Officer.

**8. Work Plan (Pages 35 - 36)**

To consider the Committee's draft work plan for the municipal year 2025-2026.

**9. Urgent Business**

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democratic Services Officer

Reece Williams

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For more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting:

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- Business of the meeting
- Any special arrangements
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- For receiving reports in other formats

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We can also translate into the following languages:

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (ہولی) میں بھی میا کی جاسکتی ہیں۔ (Urdu)