



John Wright
Town Clerk

Lyme Regis Town Council

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Human Resources Committee

Core Membership: Cllr M. Ellis (chairman), Cllr G. Caddy (vice-chairman), Cllr S. Cockerell, Cllr C. Reynolds, Cllr G. Stammers

Notice is given of a meeting of the Human Resources Committee to be held at the the **Council Offices, St Michael's Business Centre, Church Street, Lyme Regis** on Wednesday 8 April 2026 commencing at 7pm when the following business is proposed to be transacted:

John Wright
Town Clerk
30.03.26

The open and transparent proceedings of Full Council and committee meetings will be audio recorded and recordings will be held for one year by the town council.

If members of the public make a representation to the meeting, they will be deemed to have consented to being audio recorded.

If members of the public have any queries regarding audio recording of meetings, please contact the town clerk.

Members are reminded that in reaching decisions they should take into consideration the town council's decision to declare a climate emergency and ambition to become carbon neutral by 2030 and beyond.

AGENDA

1. **Public Forum**

Twenty minutes will be made available for public comment and response in relation to items on this agenda

Individuals will be permitted a maximum of three minutes each to address the committee

2. **Apologies**

To receive and record any apologies and reasons for absence

3. **Minutes**

To confirm the accuracy of the minutes of the Human Resources Committee meeting held on 18 February 2026 (attached)

4. Disclosable Pecuniary Interests

Members are reminded that if they have a disclosable pecuniary interest on their register of interests relating to any item on the agenda they are prevented from participating in any discussion or voting on that matter at the meeting and to do so would amount to a criminal offence. Similarly if you are or become aware of a disclosable pecuniary interest in a matter under consideration at this meeting which is not on your register of interests or is in the process of being added to your register you must disclose such interest at this meeting and register it within 28 days.

5. Dispensations

To note the grant of dispensations made by the town clerk in relation to the business of this meeting.

6. Matters arising from the minutes of the Human Resources Committee meeting held on 18 February 2026

To update members on matters arising from the previous meetings that are not dealt with elsewhere on this agenda and to allow members to seek further information on issues raised within the minutes of the previous meeting

7. Update Report

To update members on issues previously reported to this committee

8. Human Resources Committee – Objectives

To allow members to review progress of the committee's 2025-26 objectives

9. Employee Benefits

To allow members to consider additional employee benefits

10. Regrading

To allow members to consider a regrading of the post number 209 from spinal column points 10-13 to spinal column points 16-19

That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960

11. Comparative Pay

To allow members to consider pay across the larger town councils in Dorset

That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960

12. Confidential Staffing Update

To provide members with an update on a confidential staffing matter

That in view of the confidential nature of the business about to be transacted, it is advisable in the public interest that the press and public be temporarily excluded while members consider this item in accordance with the Public Bodies (Admission to Meetings) Act 1960

13. Exempt Business

To move that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business in view of the likely disclosure of confidential matters about information relating to an individual, and information relating to the financial or business affairs of any particular person, within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

- a) **Agenda item 10 – Regrading**
- b) **Agenda item 11 – Comparative Pay**
- c) **Agenda item 12 – Confidential Staffing Update**

LYME REGIS TOWN COUNCIL
HUMAN RESOURCES COMMITTEE

MINUTES OF THE MEETING HELD ON WEDNESDAY 18 FEBRUARY 2026

Present

Chairman: Cllr G. Caddy

Members: Cllr S. Cockerell, Cllr G. Stammers, Cllr C. Reynolds

Officers: A. Mullins (assistant town clerk), K. Newman (administrative and community engagement assistant)

25/46/HR Public Forum

N. Ball

N. Ball asked if members could say their names for the benefit of the audio recording. He suggested gardener Alan Legg should get recognition for his service. He said the cemetery looked the best it had ever looked, it must remain in the state that it is and hoped nothing changes in relation to the way that it is cared after. N. Ball drew members' attention to appraisals on the agenda and noted high risk audit items, ongoing issues with businesses, and the attitude and conduct of some individuals and how they conducted themselves in dealing with sensitive and serious matters. He said members should look at this carefully when making decisions for the town. He said members had the final say and officers were paid staff doing a job for the town as a whole, including businesses and townspeople, although this didn't seem entirely so at the moment.

25/47/HR Apologies

Cllr M. Ellis – personal commitment

25/48/HR To confirm the accuracy of the minutes of the Human Resources Committee meeting held on 7 January 2026

Proposed by Cllr G. Stammers and seconded by Cllr S. Cockerell, the minutes of the meeting held on 7 January 2026, were **ADOPTED**.

25/49/HR Disclosable Pecuniary Interests

There were none.

25/50/HR Dispensations

There were none.

25/51/HR Matters arising from the minutes of the Human Resources Committee meeting held on 7 January 2026.

Members noted the report.

25/52/HR Update Report

Members noted the report.

25/53/HR Human Resources Committee – Objectives

Members noted the report.

25/54/HR Employee Benefits

Members were generally in support of offering health benefits and medical cover to employees and noted the officers' recommendation to agree a health cash plan, with firm costings to be confirmed.

A member asked that the committee was given the opportunity to agree how the remainder of the approved budget for employee benefits would be spent, with a menu of options to be provided. It was agreed members needed to have more oversight and scrutiny of the options.

Proposed by Cllr C Reynolds and seconded by Cllr G. Stammers, members agreed to **RECOMMEND TO FULL COUNCIL** to approve taking out a health cash plan for employees and to delegate authority to officers to determine the appropriate level of cover, within the approved budget, and to ask officers to bring options for other employee benefits back to this committee following consultation with employees.

25/55/HR Employment Rights Act 2025

A member said it would be good to see what the laws were changed from.

The assistant town clerk agreed to email members to clarify what the previous and new laws were.

25/56/HR Town Clerk's Annual Appraisal

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/57/HR Deputy Town Clerk, Spinal Column Point Progression

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the

meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/58/HR Assistant Town Clerk, Spinal Column Point Progression

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/59/HR Finance Manager, Performance Appraisal Summary

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/60/HR Operations Manager, Performance Appraisal Summary

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/61/HR Spinal Point Column Progression and Pay Arrangements for Other Employees for 2026-27

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/62/HR Confidential Staffing Update

Proposed by and seconded by, members **RESOLVED** that under Section 1, Paragraph 2 of The Public Bodies (Admission to Meetings) Act 1960, the press and public be excluded from the meeting for this item of business as it included confidential information relating to an individual within the meaning of paragraphs 1 and 8 of schedule 12A to the Local Government Act 1972 (see Section 1 and Part 1 of Schedule 1 to the Local Government (Access to Information) Act 1985), as amended by the Local Government (Access to Information) (Variation) Order 2006.

25/63/HR Exempt Business

a) Town Clerk's Annual Appraisal

Proposed by Cllr C. Reynolds and seconded by Cllr G. Stammers, members agreed to **RECOMMEND TO FULL COUNCIL** to note the town clerk's annual appraisal summary.

b) Deputy Town Clerk, Spinal Column Point Progression

Proposed by Cllr C. Reynolds and seconded by Cllr S. Cockerell, members agreed to **RECOMMEND TO FULL COUNCIL** to note the deputy town clerk's annual appraisal summary.

The assistant town clerk left the meeting at 7.21pm.

c) Assistant Town Clerk, Spinal Column Point Progression

Proposed by Cllr C. Reynolds and seconded by Cllr G. Stammers, members agreed to **RECOMMEND TO FULL COUNCIL** to note the support services manager's annual appraisal summary and approve her progression to spinal column point 32 on 1 April 2026.

The assistant town clerk returned to the meeting at 7.22pm.

d) Finance Manager, Performance Appraisal Summary

Proposed by Cllr G. Stammers and seconded by Cllr S. Cockerell, members agreed to **RECOMMEND TO FULL COUNCIL** to note the finance manager's annual appraisal summary and approve her progression to spinal column point 32 on 1 April 2026.

e) Operations Manager, Performance Appraisal Summary

Proposed by Cllr S. Cockerell and seconded by Cllr G. Stammers, members agreed to **RECOMMEND TO FULL COUNCIL** to note the operations manager's annual appraisal summary and approve his progression to spinal column point 32 on 1 April 2026.

f) Spinal Point Column Progression and Pay Arrangements for Other Employees for 2026-27

Proposed by Cllr G. Stammers and seconded by Cllr C. Reynolds, members agreed to **RECOMMEND TO FULL COUNCIL** to note the spinal column point progression for post holders 217, 104, 106, 109, 205, 204, and 211.

g) Confidential Staffing Update

Members noted the report.

The meeting closed at 7.41pm.

DRAFT

Committee: Human Resources

Date: 8 April 2026

Title: Matters arising from the minutes of the Human Resources Committee meeting held 18 February 2026

Purpose of the Report

To update members on matters arising from the previous meetings that are not dealt with elsewhere on this agenda and to allow members to seek further information on issues raised within the minutes of the previous meeting.

Recommendation

Members note the report

Report

25/54/HR – Employee Benefits

Officers have agreed a health cash plan with Health Shield at £4,212 per annum. Features of this plan include dental¹, dental injuries, optical, therapies², chiropody, a remote GP, health screening, outpatient consultations, tests and scans, personal accident protection, and additional benefits such as gym discounts, a perks site and skinvision.

Children are covered free of charge up to the age of 21, living at home and in full time education with no limit to the amount of children that can be covered, each with their own allowance.

A report on additional benefits is elsewhere on this agenda.

25/55/HR – Employment Rights Act 2025

An email clarifying what the old and new laws were, for comparison, will be sent to members by the date of this committee meeting.

25/58/HR – Assistant Town Clerk, Spinal Column Point Progression

A letter confirming the new spinal column point will be sent to the employee once approved by the Full Council on 1 April 2026.

25/59/HR – Finance Manager, Performance Appraisal Summary

A letter confirming the new spinal column point will be sent to the employee once approved by the Full Council on 1 April 2026.

25/60/HR – Operations Manager, Performance Appraisal Summary

¹ This includes Denplan and teeth whitening

² Examples include sports massage, reflexology, and remedial massages

A letter confirming the new spinal column point will be sent to the employee once approved by the Full Council on 1 April 2026.

25/61/HR – Spinal Point Column Progression and Pay Arrangements for Other Employees for 2026-27

Letters confirming new spinal column points will be sent to applicable employees once approved by the Full Council on 1 April 2026.

Adrienne Mullins
Assistant town clerk
March 2026

Committee: Human Resources

Date: 18 February 2026

Title: Update Report

Purpose of Report

To update members on issues previously reported to this committee

Recommendation

Members note the report

Report

Local government pay claim 2026-27

It was reported to the previous meeting the NJC (National Joint Council) unions had presented their claim to the National Local Government Employers, commencing 1 April 2026.

The National Employers have made the following one-year (1 April 2026 to 31 March 2027), full and final offer to the unions representing the main local government NJC workforce:

- an increase of 3.30 per cent to be paid as a consolidated, permanent addition on all NJC pay points 3 to 43 inclusive, and on all pay points above the maximum of the pay spine but graded below deputy chief officer
- an increase of 3.30 per cent on all allowances

A response is awaited from the NJC unions.

Health and Safety and Compliance Paperless System

During the implementation of the My Compliance system, a technical issue was identified whereby the tablets being used by the external works team were still registered under Dorset Council's IT asset management, meaning they were subject to Dorset Council's 30-day security protocol that automatically wipes all user credentials if a device is not logged into within that period.

This resulted in all completed setups being erased after the operations manager had configured each device. The operations manager has now resolved the issue with Dorset Council IT, who have removed ownership of the devices from their system, and LRTC individual Google accounts are now being created and managed internally by the operations manager and operations supervisor.

No My Compliance data has been lost and all previously completed risk assessments remain uploaded. Due to two staff members leaving (one retirement and one resignation), alongside ongoing recruitment for enforcement roles, full training has been temporarily paused and is now planned to be completed by May 2026 so that all staff have functioning devices and accounts in place before delivery.

Amenities assistant

Recruitment to the one vacant amenities' assistant post has concluded. There were five applications by the deadline on Friday 20 March 2026 and four people were invited for interview on Thursday 26 April 2026, but one person did not attend.

The successful applicant was the council's current enforcement officer Alan Jefferies, who will start in the new role from May 2026.

Enforcement officers

With the current enforcement officer moving to amenities, there are now vacancies for one full-time and two part-time enforcement officers. These roles are currently being advertised, with a closing date of Thursday 2 April 2026 and interviews to be held on Wednesday 8 April 2026.

A verbal update will be provided at the meeting.

Gardener/maintenance person

It was reported to the previous meeting that gardener/maintenance person Alan Legg would be retiring, with his last working day on 31 March 2026. Another gardener/maintenance person, Kai Sparks, has also resigned to start up his own business. His last working day is also 31 March 2026.

As such, the full and part-time gardener/maintenance person roles were advertised, with a closing date of Tuesday 24 March 2026 and interviews to be held on Friday 27 March 2026. By the closing date, 24 applications had been received in total.

Four people were invited for interview for the full-time role and four for the part-time role. Peter McFadden was appointed to the full-time role and the council's current seafront attendant Matt Johnson was appointed to the part-time role. Their start dates are to be confirmed but they are both available for immediate start.

This now leaves a vacancy for a seafront attendant so this role will be advertised. Matt has already done a handover session with Alan Legg but will remain in his current role until it can be filled, with the gardening duties being covered by the wider team in the interim.

Cleansing operative

Recruitment to the cleansing operative post has concluded. There were four applications by the deadline of Monday 23 March 2026 and four people were invited for interview on Thursday 26 March 2026.

The successful applicant was the council's current temporary cleansing operative Cameron Bujniewicz. His temporary contract ends on 31 March 2026 so a full-time contract will be issued from 1 April 2026.

Adrienne Mullins
Assistant town clerk
March 2026

Committee: Human Resources

Date: 8 April 2026

Title: Human Resources Committee – Objectives

Purpose

To allow members to review progress of the committee's 2025-26 objectives

Recommendation

Members note the report

Background

1. During the 2025-26 budget-setting process, objectives were agreed for the year and a budget estimate identified against each project.
2. At the Full Council meeting on 3 April 2025, the objectives were formally assigned to committees.

Report

3. Members can review progress on the objectives at each meeting.
4. This committee's 2025-26 objectives, along with the allocated budget, completion date and lead officer, are at **appendix 8A**. Updates are highlighted in yellow.
5. Any recommendations from this committee will be considered by the Full Council on 13 May 2026.

John Wright
Town clerk
March 2026

<p>To action all recommendations from the annual health and safety audit in October 2024</p>		<p>SO</p>	<p>HR</p>	<p>October '25</p>	<p>The recommendations from the 2024 health and safety audit are detailed in the action plan which accompanied the annual health and safety audit report undertaken by WT Consultancy; this report was presented to the Human Resources Committee on 18 December 2024.</p> <p>The 2024 health and safety report did not follow the format of previous reports, i.e., provide a % compliance score; the report details observations and actions required.</p> <p>The performance against the action plan is reviewed by the operations manager and town clerk and reported to quarterly meetings of the Health and Safety Committee.</p> <p>Most actions are now complete but because of the dynamic nature of health and safety the final target completion date is identified as the date of the next scheduled health and safety audit, i.e., October 2025.</p> <p>The main recommendation from the 2024 health and safety audit is the introduction of dynamic risk assessments which are now going live. The cost of introducing dynamics risk assessments is c.£2,000; this unbudgeted expenditure fell in 2024-25 and has now been approved.</p> <p>In 2025-26 and beyond, there is an annual software cost of c.£1,000; this is currently unbudgeted expenditure.</p> <p>Officers are seeking quotes for a new auditor for the 2025 health and safety audit.</p> <p>Regular updates on actions are provided to the Health and Safety Committee, the minutes of which are reported to this committee.</p>
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					<p>Appointment of auditor to be made by mid-October and audit to be carried out by 30 November 2025.</p> <p>Council agreed to use My-Compliance to carry out dynamic risk assessments, tablets have been purchased for staff, and the operations manager is building the back office of the system. Aim to have the system fully operational by 1 November 2025.</p> <p>Auditor has been appointed and will carry out the audit on 19 and 20 November 2025.</p> <p>The audit was carried out and the report has been reviewed by the Health and Safety Committee. This was reported to the previous meeting on 7 January 2026.</p> <p>Full update on My-Compliance is provided in the update report.</p>
Induction and development work with the new administration	20	JW	HR	November 2025	<p>Questionnaires, interviews and focus groups complete. Debrief to councillors and managers on 2 April 2025. Remainder of programme to be considered by the delegated group (Cllr Evans, Cllr Stammers, town clerk, support services manager) in the first instance and approved by members.</p> <p>Report considered by the Full Council on 14 May 2025, with details of a three-stage programme, with a completion date of November 2025.</p> <p>A session was due to be held with South West Councils on 24 June 2025 but was cancelled due to lack of attendance from members. Officers are meeting with South West Councils on 24 June 2025 to discuss the programme and will confirm three possible dates to try and find the best date for members.</p> <p>Agreed by the Full Council on 6 August 2025 to no</p>

					<p>longer proceed with the project. South West Councils have been notified. Any outstanding issues to be picked up as part of the governance review.</p> <p>The first governance review meeting was held on 15 December 2025, to which all chairmen and vice-chairmen were invited. As several members were unable to attend, the session will be repeated on 6 January 2026. The second governance review meeting is scheduled to take place on 13 January 2026.</p> <p>The third governance review meeting is scheduled to take place on 17 February 2026.</p> <p>Governance review meetings are scheduled to take place on 31 March, 7 April, 20 April and 5 May 2026, with a view to a report to the Full Council on 13 May 2026 to allow members to consider the outcomes.</p>
Undertake health and safety training		SO	HR	March 2026	<p>Ongoing training throughout the year.</p> <p>The operations manager and support services manager are booked onto a course for adult mental health first training.</p> <p>One of the gardeners has completed spraying training.</p> <p>At least seven employees will do first aid at work. Several employees will do a chipping course.</p> <p>The operations manager and possibly the operations supervisor will do a NEBOSH course in managing health and safety.</p> <p>Toolbox talks with the external works' team take place regularly, usually weekly.</p> <p>Operations manager aims to start a NEBOSH level 3 course in April 2026.</p>

					<p>Enquiries have been made with training provider SSG Training and Consultancy about a NEBOSH National General Certificate in Occupational Health and Safety for both the operations manager and operations supervisor. This would be a 10-day course with a one-day exam, with courses starting in March, April, May and June. The operations manager will investigate this further with a view to start training within the next few months.</p>
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Committee: Human Resources

Date: 8 April 2026

Title: Employee Benefits

Purpose

To allow members to consider additional employee benefits

Recommendation

Members approve the allocation of the remainder of the approved budget to other employee benefits and to identify those benefits

Background

1. One of the 2026-27 objectives is to introduce employee benefits, with a budget of £10,000.
2. A report was considered at the previous meeting of this committee on 18 February 2026 on the kinds of benefits the council could introduce within the budget. It was recommended, and is expected to be approved by the Full Council on 1 April 2026, 'to approve taking out a health cash plan for employees and to delegate authority to officers to determine the appropriate level of cover, within the approved budget, and to ask officers to bring options for other employee benefits back to this committee following consultation with employees'.

Report

3. Officers have since sought updated quotes for a health cash plan and have opted for a plan with Health Shield at £4,212 per annum. This leaves £5,788 in the budget for additional benefits.
4. A survey was sent to all employees, asking for their feedback on the kinds of benefits they would like to see. There were 10 responses to the survey. Respondents were asked to choose up to five of the options and could also make suggestions of their own.
5. The responses were as follows, along with the estimated cost:

Benefit	Number of votes	Estimated cost
Discount/reward shopping card	8	£1,924.56 (based on a quote from Perkbox)
Christmas savings club	4	No cost
A day off for your birthday	8	Lost labour time
Gym membership	8	Already part of the agreed health cash plan and Perkbox
Health club membership, e.g. access to swim and sauna	8	£360 per annum, per employee (Highlands End has been used as a reference)
Paid volunteer days	1	Lost labour time
Free fruit	3	£1,144 (based on one large fruit box every

		week)
A cycle to work scheme	0	Up front cost of equipment, until paid off by the employee
A Gateway Card for non-Lyme Regis residents	2	No cost

6. Other suggestions made were: free parking in Lyme Regis car parks, reward scheme for employees who do not drive to work/reduce congestion, and an extra day's leave per year of service with the organisation.
7. Employees are already able to park for free in Woodmead car park, at the Guildhall, amenities hut and cadet hut during working hours and will often use the latter three at evenings and weekends, although this is not a formal policy. Members are therefore asked to consider whether employees should be allowed to park for free at Woodmead and/or Monmouth Beach car parks outside of working hours. The cost of this would not be material as the council's private car parks would be used first so the demand is not expected to be high.
8. Officers feel a reward scheme for employees who do not drive to work/reduce congestion would penalise those who live further away and have no choice but to drive to work. The council used to operate a system of an additional day's leave per year of service but this was revoked in 2018 when new contracts were introduced as it was becoming unmanageable. Employees who had built up leave in this way were compensated at the time. The new contracts of employment provide for an additional four days' leave after five years of service, with no further enhancements thereafter.
9. Members are asked to agree a range of additional benefits, based on the feedback and available budget.
10. Any recommendations from this committee will be considered by the Full Council on 13 May 2026.

Adrienne Mullins
Assistant town clerk
March 2026