

**EXTRACT FROM COMMITTEE**  
**APPENDIX B**

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**City of Lincoln Council and Employee Joint  
Consultative Committee**

**16 January 2024**

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**18. Contract of Employment**

Claire Burroughs, HR and WBL Manager:

- a) presented a report to request comments from Members on the proposed changes to the Council's contract of employment, as detailed within the report, prior to progression to Executive for formal approval
- b) advised that a summary of the proposed changes to the policy could be viewed at paragraphs 3.1, 3.2 and 3.3 of the report respectively
- c) summarised that HR had reviewed the policy in conjunction with Trade Unions and Trade Unions were supportive of the changes
- d) added that the proposed draft wording had been discussed and included feedback from Trade Unions
- e) invited comments and questions from Members of the Committee.

**Question:** Referred to the proposed change at paragraph 3.1 of the report. Confirmation was requested that every effort was made to offer guidance and support to employees.

**Response:** Regular review meetings were held and if necessary, an action plan was put in place which included support and training.

**Comment:** This was exceptional and was not often experienced.

**RESOLVED** that the proposed changes to the Council's contract of employment, as set out in the report, be supported for formal approval of the Executive.