

# AGENDA

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**Meeting:** STAFFING POLICY COMMITTEE  
**Place:** Kennet Room - County Hall, Trowbridge BA14 8JN  
**Date:** Wednesday 4 November 2015  
**Time:** 10.30 am

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Please direct any enquiries on this Agenda to Roger Bishton, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 713035 or email [roger.bishton@wiltshire.gov.uk](mailto:roger.bishton@wiltshire.gov.uk)

Press enquiries to Communications on direct lines (01225) 713114/713115.

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## Membership:

Cllr Allison Bucknell  
Cllr John Smale  
Cllr David Pollitt  
Cllr David Jenkins  
Cllr Mike Hewitt

Cllr Baroness Scott of Bybook OBE  
Cllr Stuart Wheeler  
Cllr Bob Jones MBE  
Cllr Graham Wright

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## Substitutes:

Cllr Mark Packard  
Cllr Tony Trotman  
Cllr Peter Evans  
Cllr Bill Moss  
Cllr Fleur de Rhé-Philippe

Cllr Desna Allen  
Cllr Nick Blakemore  
Cllr Stephen Oldrieve  
Cllr Jeff Osborn  
Cllr Ernie Clark

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## **PART I**

### **Items to be considered while the meeting is open to the public**

1 **Apologies for absence**

2 **Minutes of Previous Meeting** *(Pages 7 - 14)*

To confirm the minutes of the meeting held on 9 September 2015.

3 **Declarations of Interest**

To receive any declarations of disclosable interests or dispensations granted by the Standards Committee.

4 **Chairman's Announcements**

5 **Public Participation**

The Council welcomes contributions from members of the public.

#### Statements

If you would like to make a statement at this meeting on any item on this agenda, please register to do so at least 10 minutes prior to the meeting. Up to 3 speakers are permitted to speak for up to 3 minutes each on any agenda item. Please contact the officer named on the front of the agenda for any further clarification.

#### Questions

To receive any questions from members of the public or members of the Council received in accordance with the constitution. Those wishing to ask questions are required to give notice of any such questions in writing to the officer named on the front of the agenda (acting on behalf of the Corporate Director) no later than 5pm on **Wednesday 28 October 2015**. Please contact the officer named on the front of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

Details of any questions received will be circulated to Committee members prior to the meeting and made available at the meeting and on the Council's website.

6 **New Careers Website** *(Pages 15 - 26)*

A report by the Associate Director, People & Business is attached.

7 **Planned Revisions to the Smoking Policy** (Pages 27 - 30)

A report by the Associate Director, People & Business is attached.

8 **Public Sector Exit Payment Cap - Response to Consultation** (Pages 31 - 62)

A report by the Associate Director, People & Business is attached.

9 **Delivering the Business Plan - September 2015** (Pages 63 - 68)

A report by the Associate Director, People & Business is attached.

10 **Date of Next Meeting**

To note that the next meeting is scheduled to be held on Wednesday 6 January 2016, in the Kennet Room at County Hall, Trowbridge, starting at 10.30am.

11 **Urgent Items**

Any other items of business which, in the opinion of the Chairman, should be considered as a matter of urgency. Urgent items of a confidential nature may be considered under Part II of this agenda.

12 **Exclusion of the Press and Public**

To agree that in accordance with section 100A (4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Item No. 13 because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

**PART II**

**Items during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed**

13 **Local Government Pension Scheme (LGPS) Employment Discretions - Payment of Deferred Benefits** *(Pages 69 - 78)*

A confidential report by the Associate Director, People & Business is attached.