

STAFF MANAGEMENT EXECUTIVE BOARD

Terms of Reference

1. The Staff Management Executive Board will be responsible for:-

Approving the terms of reference for negotiations on

- Redundancy Policy
- Redundancy Pay Policy
- Appointments Policy
- Business Travel
- Cost savings as may be necessary from other terms and conditions of employment

Monitoring:-

- The progress of negotiations through reports from the negotiating team
- The progress towards achieving necessary staff cost reductions, e.g. through the management restructuring during 2010/11
- The progress towards Equal Pay through harmonising to Wiltshire Council pay and other terms and conditions of employment.

1.3 Making recommendations on key issues likely to have major financial/employee relations/service implications to Cabinet and/or Staffing Policy Committee as appropriate.

2. The Board will comprise:-

- Director of Resources (Carlton Brand) and Neighbourhood and Planning (Mark Boden) on behalf of CLT.
- Director of Finance.
- Head of Legal and Democratic Services (Ian Gibbons)
- Cabinet member for Resources (Cllr John Noeken)
- Chair of Staff Policy Committee (Cllr Allison Bucknell)
- Opposition Spokesman on Staff Policy Committee (Cllr Mark Packard)
- A representative from the Overview & Scrutiny Committee (Cllr Ricky Rogers)

The negotiating team (Andrew Kerr – Chief Executive, Barry Pirie – Service Director HR & OD, Tricia Glover – HR Project Manager and Jo Pitt – HR Strategy and Policy Manager) will also attend meetings.