

STAFF MANAGEMENT EXECUTIVE BOARD

Terms of Reference

1. The Staff Management Executive Board will be responsible for :-
 - 1.1 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
 - 1.2 Monitoring:
 - The progress of negotiations through reports from the negotiating team
 - The progress towards achieving necessary staff cost reductions, eg 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 :-
 - Directors of Resources (Carlton Brand) and Neighbourhood & Planning (Mark Boden) on behalf of CLT.
 - Director of Finance.
 - Head of Legal and Democratic Services (Ian Gibbons).
 - Portfolio holder for BMP, ICT, HR, Procurement and Customer Services (Cllr John Noeken)
 - Chair of Staffing Policy Committee (Cllr Allison Bucknell).
 - Opposition Spokesman on Staffing 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 Jo Pitt HR Strategy and Policy Manager) will also attend meetings.