

STAFFING POLICY COMMITTEE

MINUTES of a MEETING of the STAFFING POLICY COMMITTEE held at COUNTY HALL, TROWBRIDGE on WEDNESDAY 9 JULY 2009.

PRESENT:

Mrs A Bucknell (Chairman), Mr R Eaton, Mr M Hewitt, Mr D Jenkins, Mr WR Moss, Mr M Packard, Mr J Seed and Mr J Smale.

1. **Appointment of Sub-Committees** The Committee considered appointments to its sub-committees.

Resolved: To appoint members to serve on the sub-committees of this Committee as set out below:-

(1) **Senior Officers Employment Sub-Committee**

Conservative (2)

Mr M Hewitt

Cabinet Member to be appointed

Liberal Democrat (1)

Mr D Jenkins

(2) **Appeals Sub-Committee**

Conservative (2)

Mr R Eaton

Cabinet Member to be appointed

Liberal Democrat (1)

Mr M Packard

(3) **Grievance Appeals Sub-Committee**

Conservative (2)

Mrs A Bucknell

Mr J Seed

Liberal Democrat (1)

Mr M Packard

2. **Recruitment of a New Chief Executive – Salary Range** The Committee considered a report by the Service Director, Human Resources & Organisational Development (HR & OD) about the salary range for the post of Chief Executive of the new Wiltshire Council. It was noted that Cabinet had considered and approved arrangements for the recruitment of a new Chief Executive but had referred a decision on salary range to this Committee for decision.

The Committee also received details of the Chief Executive salaries as advertised for the other five large unitary authorities which showed maximum salaries ranging from £180,000 to £200,000.

During discussion the following points were raised:-

- The importance of ensuring that the post was both attractive and competitive, bearing in mind that it was likely that all six Chief Executive posts would be advertised in fairly close proximity to each other.
- Pension arrangements and other benefits needed clarification.
- There was a need to ensure that the postholder had measurable objectives.

Resolved: To agree the salary range of £171,000 to £189,000 for the post of Chief Executive.

3. **National Pay Negotiations** The Committee received a report by the Service Director HR & OD which set out the latest position about negotiations taking place at national level on the 2009/2010 pay claim.

Resolved: To note the contents of the report and that a further report would be presented to the Committee as negotiations progressed.

4. **Implementation of Wiltshire Council Statutory Policies** On considering a report by the Service Director HR & OD,

Resolved: To approve retrospectively the following five new statutory policies and procedures for Wiltshire Council:-

- (i) **Disciplinary Policy & Procedure**
- (ii) **Capability Procedure**
- (iii) **Grievance Policy & Procedure**
- (iv) **Absence Management Policy & Procedure**
- (v) **Some Other Substantial Reason Termination Procedure**

5. **Senior Officers Employment Sub-Committee**

Resolved: To receive the minutes of the Senior Officers Employment Sub-Committee meetings held on 26 November 2008 and 16 February 2009.

6. **Appeals Sub-Committee**

Resolved: To receive the minutes of the Appeals Sub-Committee meeting held on 13 January 2009.

7. **Date of Next Meeting**

Resolved: To note that the next meeting of the Committee would be held on Wednesday 9 September 2009, starting at 10.30am.

(Duration of meeting: 10.30am – 11.10am)

The Officer who has produced these minutes is Roger Bishton, Democratic & Members' Services, direct line (01225) 713035 or e-mail

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