

# AGENDA

---

**Meeting:** STAFFING POLICY COMMITTEE  
**Place:** County Hall, Trowbridge  
**Committee Room:** 3  
**Date:** Wednesday 11 November 2009  
**Time:** 10.30am

---

Please direct any enquiries on this Agenda to Roger Bishton of Democratic & Members' Services, County Hall, Trowbridge, direct line (01225) 713035 or e-mail [roger.bishton@wiltshire.gov.uk](mailto:roger.bishton@wiltshire.gov.uk)

All public reports referred to on this agenda are available on the Council's website at [www.wiltshire.gov.uk/council.htm](http://www.wiltshire.gov.uk/council.htm)

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

---

Briefing Arrangements:	Date	Time	Place
Chairman	Wednesday 11/11/09	9.30am	Cttee Room 7

---

**Membership:**

Cllr Allison Bucknell (Chairman)  
Cllr Mike Hewitt (Vice-Chairman)  
Cllr Rod Eaton  
Cllr David Jenkins  
Cllr Francis Morland

Cllr Bill Moss  
Cllr Mark Packard  
Cllr Jonathon Seed  
Cllr John Smale

**Substitute Members:**

Cllr Ernie Clark  
Cllr Peter Colmer  
Cllr Mary Douglas  
Cllr George Jeans

Cllr Howard Marshall  
Cllr Christopher Newbury  
Cllr Graham Payne  
Cllr Bridget Wayman

(subject to confirmation by Council on 10 November 2009)

## **PART I**

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

1. **Membership Changes**
2. **Attendance of Non-Members of the Committee**
3. **Apologies**
4. **Minutes of Previous Meeting** To confirm and sign the minutes of the Committee meeting held on 9 September 2009. (Copy attached)
5. **Chairman's Announcements**
6. **Members' Interests** To receive any declarations of personal or prejudicial interests or dispensations granted by the Standards Committee.
7. **Public Participation** The Council welcomes contributions from members of the public.

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 above for any further clarification.

Members of the public wishing to ask a question should give written notice (including details of any question) to the officer named above by **12.00noon on Monday 9 November 2009**.

8. **Harmonisation of Pay and Other Terms & Conditions of Employment** A report by the Service Director HR & OD is attached.
9. **People Strategy Action Plan** At its last meeting, this Committee received a report by the Service Director HR & OD which introduced this Strategy and outlined its five strategic priorities for the period 2008 to 2012. The Service Director HR & OD will update the Committee on forthcoming actions at the meeting.
10. **Implementation of Additional Wiltshire Council Statutory Policy – Redundancy Policy** A report by the Service Director HR & OD is attached.
11. **Reconstitution of Sub-Committees** A report by the Service Director Legal & Democratic Services to be considered by Council on 10 November 2009 is attached. This Committee will be asked to reconstitute its sub-committees and appoint substitutes in the light of decisions made by Council, the current memberships being as follows:-

- |     |  |   |
|-----|--|---|
| (1) | <u>Senior Officers Employment Sub-Committee</u><br><u>Conservative (2)</u><br>Cllr Mike Hewitt<br>Cabinet Member to be appointed | <u>Liberal Democrat (1)</u><br>Cllr David Jenkins |
| (2) | <u>Appeals Sub-Committee</u><br><u>Conservative (2)</u><br>Cllr Rod Eaton<br>Cabinet Member to be appointed                      | <u>Liberal Democrat (1)</u><br>Cllr Mark Packard  |
| (3) | <u>Grievance Appeals Sub-Committee</u><br><u>Conservative (2)</u><br>Cllr Allison Bucknell<br>Cllr Jonathon Seed                 | <u>Liberal Democrat (1)</u><br>Cllr Mark Packard  |
12. **Senior Officers Employment Sub-Committee** The minutes of the meeting held on 18 August & 3 September 2009 are attached.
  13. **Work Plan** To consider the need for a Work Plan.
  14. **Date of Next Meeting** To note that the next meeting of the Committee will be held on Wednesday 13 January 2010 at 10.30am.
  15. **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.

## **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**

**None**