

STAFFING POLICY COMMITTEE

DRAFT MINUTES OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 9 FEBRUARY 2011 AT COMMITTEE ROOM III - COUNTY HALL, TROWBRIDGE.

Present:

Cllr Allison Bucknell (Chairman), Cllr Rod Eaton, Cllr David Jenkins, Cllr Francis Morland, Cllr Bill Moss (Reserve), Cllr John Noeken, Cllr Mark Packard, Cllr Jane Scott OBE and Cllr John Smale

1. Apologies for absence

An apology for absence was received from Cllr Mike Hewitt, who was substituted by Cllr Bill Moss.

2. Minutes of Previous Meeting

Resolved:

To confirm and sign the minutes of the Committee meeting held on 16 December 2010 as a correct record.

3. Declarations of Interest

There were no declarations of interest.

4. Chairman's Announcements

The Chairman announced that the workforce reports for the quarter ended 31 December 2010 had just become available and would be emailed to Members of this Committee very shortly. They would also be included in the agenda papers for consideration at the next meeting

5. Public Participation

There were no members of the public present.

6. **Local Government Pension Scheme (LGPS) Employer Discretions Policy Revision**

Consideration was given to a report by the Service Director HR & OD which proposed some amendments to the LGPS Employer Discretions Policy to withdraw the discretion to allow late transfers-in of previous pensionable service.

After discussion,

Resolved:

To withdraw the discretion to transfer-in previous pensionable service after the expiry of 12 months from joining Wiltshire Pension Fund, with effect from 1 October 2011.

7. **Wiltshire Pension Fund Admission for Clerks to Governors to be Eligible to join the Local Government Pension Scheme**

On considering a report by the Service Director HR & OD,

Resolved:

To grant consent for Clerks to Governors in schools to join the Local Government Pension Scheme with effect from 1 April 2011, subject to the consent of the governing body and the usual qualifying conditions.

8. **Redundancy Policy & Procedure for Chief Officers**

On considering a report by the Service Director HR & OD,

Resolved:

To approve the redundancy policy and procedure for chief and senior officers, subject to all references to chief executive or head of paid service to be standardised.

9. **Appointments Policy & Procedure for Chief Officers**

On considering a report by the Service Director HR & OD,

Resolved:

To approve the appointments policy and procedure for chief and senior officers, subject to all references to chief executive or head of paid service to be standardised.

10. **Improving Work Performance Policy**

On considering a report by the Service Director HR & OD,

Resolved:

To approve the revised policy on improving work performance.

11. **Recovery of Overpayments Policy**

On considering a report by the Service Director HR & OD,

Resolved:

To approve the revised recovery of overpayments policy and procedure.

12. **Date of Next Meeting**

Resolved:

To note that the next meeting was due to be held on Wednesday 9 March 2011.

13. **Urgent Items**

There were no urgent items.

14. **Exclusion of the Public**

Resolved:

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 Minute Number 15 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 I 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.

15. **Local Government Pension Scheme (LGPS) - Employer Discretions - Payment of Deferred Benefits**

On considering a confidential report by the Service Director HR & OD,

Resolved:

To approve the release of the Officer's deferred LGPS pension benefits, with actuarial reduction following his voluntary redundancy on 31 January 2011, as set out in the report.

(Duration of meeting: 10.30 am)

The Officer who has produced these minutes is Roger Bishton, of Democratic & Members' Services, direct line 01225 713035, e-mail roger.bishton@wiltshire.gov.uk

Press enquiries to Communications, direct line (01225) 713114/713115