

AGENDA

Meeting: STAFFING POLICY COMMITTEE
Place: The Pratchett Room - County Hall, Trowbridge BA14 8JN
Date: Wednesday 6 November 2013
Time: 10.30 am

Please direct any enquiries on this Agenda to Roger Bishton, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 713035 or email roger.bishton@wiltshire.gov.uk

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

This Agenda and all the documents referred to within it are available on the Council's website at www.wiltshire.gov.uk

Membership:

Cllr Allison Bucknell
Cllr Mike Hewitt
Cllr Jon Hubbard
Cllr David Jenkins
Cllr Gordon King

Cllr David Pollitt
Cllr Jane Scott OBE
Cllr John Smale
Cllr Stuart Wheeler

Substitutes:

Cllr Desna Allen
Cllr Rosemary Brown
Cllr Peter Evans
Cllr Peter Hutton

Cllr Mark Packard
Cllr Ian Thorn
Cllr Anthony Trotman

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PART I

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

1 **Apologies for absence**

2 **Minutes of Previous Meeting** *(Pages 1 - 6)*

To confirm the minutes of the meeting held on 4 September 2013. (Copy attached)

3 **Declarations of Interest**

To receive any declarations of disclosable interests or dispensations granted by the Standards Committee.

4 **Chairman's Announcements**

5 **Public Participation**

The Council welcomes contributions from members of the public.

Statements

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 on the front of the agenda for any further clarification.

Questions

To receive any questions from members of the public or members of the Council received in accordance with the constitution. Those wishing to ask questions are required to give notice of any such questions in writing to the officer named on the front of the agenda no later than 5pm on **Wednesday 30 October 2013**. Please contact the officer named on the front of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

Details of any questions received will be circulated to Committee members prior to the meeting and made available at the meeting and on the Council's website.

6 **Annual Health & Safety Performance** *(Pages 7 - 12)*

A report by the Head of Occupational Health and Safety is attached.

The content of the statistical information referred to in the appendix will be displayed at the meeting.

7 **Wiltshire Council - Commitment to the Local Government Pension Scheme (LGPS)** *(Pages 13 - 16)*

A report by the Associate Director, Finance, Revenues & Benefits and Pensions is attached.

8 **Wiltshire Rewards Scheme** *(Pages 17 - 22)*

A report by the Associate Director, People & Business Services is attached.

9 **Workforce Information - Update on Levels of Employee Engagement** *(Pages 23 - 28)*

A report by the Associate Director, People & Business Services is attached.

10 **Update on Changes to the Senior Management Structure** *(Pages 29 - 34)*

A report by the Associate Director, People & Business Services is attached.

11 **Senior Officers Employment Sub-Committee** *(Pages 35 - 36)*

To receive the minutes of the Senior Officers Employment Sub-Committee meeting held on 9 October 2013 for information. (Copy attached)

12 **Date of Next Meeting**

To note that the next meeting is due to be held on Wednesday 8 January 2014 in the Pratchett Room, County Hall, Trowbridge, starting at 10.30am.

13 **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