

AGENDA

Meeting: STAFFING POLICY COMMITTEE
Place: Kennet Room - County Hall, Trowbridge BA14 8JN
Date: Wednesday 8 January 2014
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

Pre-meeting training

There will be a training session starting at 10.00am, immediately before the meeting. It will provide an Overview on Job Family Modelling.

Membership:

Cllr Allison Bucknell (Chairman)	Cllr David Pollitt
Cllr Mike Hewitt	Cllr Jane Scott OBE
Cllr Jon Hubbard	Cllr John Smale (Vice-Chairman)
Cllr David Jenkins	Cllr Stuart Wheeler
Cllr Gordon King	

Substitutes:

Cllr Desna Allen	Cllr Mark Packard
Cllr Rosemary Brown	Cllr Fleur de Rhé-Philippe
Cllr Peter Evans	Cllr Ian Thorn
Cllr Bill Moss	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 6 November 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 **Thursday 2 January 2014**. 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 **Pay Policy Statement** *(Pages 7 - 20)*

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

7 **Equality and Diversity Monitoring Report** *(Pages 21 - 62)*

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

8 **Delivering the Business Plan July to September 2013** *(Pages 63 - 68)*

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

9 **Implementation of the Living Wage** *(Pages 69 - 70)*

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

10 **Date of Next Meeting**

To note that the next meeting is due to be held on Wednesday 5 March, 2014 in the Kennet Room, County Hall, Trowbridge, starting at 10.30am.

11 **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