

STAFFING POLICY COMMITTEE

DRAFT MINUTES OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 4 JULY 2012 AT COUNCIL CHAMBER, COUNCIL OFFICES, MONKTON PARK, CHIPPENHAM.

Present:

Cllr Allison Bucknell (Chairman), Cllr Mike Hewitt (Vice Chairman), Cllr Jon Hubbard, Cllr David Jenkins, Cllr Francis Morland, Cllr Bill Moss (Substitute), Cllr John Noeken and Cllr Jonathon Seed (Substitute)

46 Membership

The Committee noted the membership of the Committee as appointed by Council at its annual meeting on 15 May 2012.

47 Apologies for absence

Apologies for absence were received from Cllr Rod Eaton, Cllr Jane Scott (who was substituted by Cllr Jonathon Seed) and Cllr John Smale (who was substituted by Cllr Bill Moss).

48 Minutes of Previous Meeting

Resolved:

To confirm and sign as a correct record the minutes of the Committee meeting held on 9 May 2012.

49 Declarations of Interest

There were no declarations of interest.

50 Chairman's Announcements

The Chairman reported the publication of an article by Barry Pirie in the Municipal Journal on 28 June 2012 entitled *Delivering transformation with our*

staff in which he set out some of the challenges and changes facing Wiltshire Council since its conception in 2009.

Barry Pirie was congratulated on the publication of this excellent article which would be circulated by email to all Members and Substitute Members of this Committee.

51 **Public Participation**

There were no members of the public present or councillors' questions.

52 **Appointment of Sub-Committees**

Resolved:

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

- (a) **Senior Officers Employment Sub-Committee**
Cllr Mike Hewitt, Cllr Jon Hubbard & Cllr John Noeken.
(Substitute Members: Cllr Rod Eaton, Cllr David Jenkins, Cllr Bill Moss & Cllr Jane Scott.)
- (b) **Appeals Sub-Committee**
Cllr Rod Eaton, Cllr David Jenkins & Cllr John Noeken.
(Substitute Members: Cllr Allison Bucknell, Cllr Mike Hewitt, Cllr Jon Hubbard & Cllr John Smale.)
- (c) **Grievance Appeals Sub-Committee**
Cllr Allison Bucknell, Cllr Mike Hewitt & Cllr Francis Morland.
(Substitute Members: Cllr Ernie Clark, Cllr Rod Eaton, Cllr George Jeans, Cllr Bill Moss, Cllr Christopher Newbury & Cllr Jonathon Seed.)

53 **Personal Use of Social Media Policy**

Consideration was given to a report by the Service Director HR & OD which presented a newly developed Personal Use of Social Media Policy for review and agreement.

It was explained that full consultation had been carried out regarding this policy in order to ensure that an appropriate and "fit for purpose" policy was developed for Wiltshire.

The Committee noted that throughout the development process the Communications Team had been fully involved and it was planned to roll out this policy alongside the launch of access to additional websites for all staff.

During discussion Members warmly welcomed the development of this policy and noted that similar guidance was being developed for Members of the Council.

Resolved:

To approve the Personal Use of Social Media Policy.

54 **Green Car Salary Sacrifice Scheme**

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

Resolved:

To note that:-

- (a) a re-launch of the scheme will take place in the autumn to all employees (subject to eligibility criteria) with the aim of increasing take-up rates
- (b) the pensions team will review the Wiltshire Pension fund in 2013 to determine whether a top-up in the shortfall in contributions due to the impact of the green car scheme is required.

55 **Date of Next Meeting**

Resolved:

To note that the next meeting was scheduled to be held on Wednesday 5 September 2012, starting at 10.30am, to be held in the Orkney Room, 2nd Floor, County Hall East Wing, Trowbridge .

56 **Urgent Items**

There were no items of urgent business.

(Duration of meeting: 10.30 - 11.30 am)

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

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