

## STAFFING POLICY COMMITTEE

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### DRAFT MINUTES OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 9 JULY 2014 AT KENNET ROOM - COUNTY HALL, TROWBRIDGE BA14 8JN.

#### Present:

Cllr Allison Bucknell (Chair), Cllr Peter Evans (Substitute), Cllr David Jenkins, Cllr Bob Jones MBE, Cllr Bill Moss (Substitute), Cllr David Pollitt, Cllr John Smale (Vice Chairman), Cllr Stuart Wheeler and Cllr Graham Wright

#### Also Present:

Cllr Gordon King and Cllr Jeff Osborn

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#### 33 Apologies for absence

Apologies for absence were received from Cllr Mike Hewitt who was substituted by Cllr Peter Evans and Cllr Jane Scott OBE who was substituted by Cllr Bill Moss.

#### 34 Minutes of Previous Meeting

##### **Resolved:**

**To confirm and sign as a correct record the minutes of the previous meeting held on 7 May 2014.**

#### 35 Declarations of Interest

There were no declarations of interest.

#### 36 Chairman's Announcements

The Chairman made the following announcement:-

##### **Industrial Action – Thursday 10 July 2014**

The recognised unions (Unison, GMB and Unite) had notified the Council of the outcome of their recent national ballots regarding industrial action in relation to the 2014 pay offer for green book staff.

The pay offer made by the National Employers would increase all employees' pay by 1% while those on the lowest pay (up to spinal point 10, £14,013 per annum) would receive a larger increase of between 1.25% and 4.66%.

The National Employers had said this was a fair deal for employees given the limits of what could be afforded as well as being a fair deal for the taxpayers and residents who used and paid for the services local government provides.

The unions had rejected the pay offer and members voted nationally in favour of strike action. 5.7% of staff employed by Wiltshire Council had voted in favour of strike action.

The Council had been notified that the strike action would take place on **Thursday 10 July 2014**. This would also coincide with a strike by teaching staff in the NUT. The Council's Staff Industrial Action Group would be monitoring the situation to ensure the delivery of services.

### 37 **Public Participation**

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

### 38 **Discretions Policy for Wiltshire Council**

Consideration was given to a report by the Associate Director, People & Business which presented an updated Discretions Policy for Wiltshire Council, following changes to the Local Government Pension Scheme (LGPS) in April 2014.

It was noted that the introduction of new LGPS regulations effective from April 2014 required Wiltshire Council to review its existing pension discretions policy and to publish a new policy effective from April 2014.

The discretions policy stated how the Council would apply its discretionary powers in relation to specific provisions of the pension scheme.

The LGPS regulations provided a set of nine discretions for employers to review and agree. Seven of these discretions were the same as stated in Wiltshire Council's existing discretions policy but with the addition of two new discretions, as follows:-

- Discretion 2 – whether to make either a regular or lump sum additional pension contribution.

It was being recommended that this discretion be only exercised by this Committee in exceptional circumstances after considering the costs that would apply.

- Discretion 6 – to allow the rule of 85 for employees aged between 55 and 59.

It was being recommended that this discretion be only exercised by this Committee in exceptional circumstances after considering the costs that would apply.

After some discussion,

**Resolved:**

**To approve the recommended changes to the Discretions Policy, which is attached as Appendix 1 to these minutes.**

### 39 **Notice of Motion - Recognition of Trade Union Rights**

It was reported that at its Annual Meeting held on 13 May 2014, Council considered the following Notice of Motion received from Cllrs Jeff Osborn and Terry Chivers

*“In the tendering of any future contracts for services provided by this Council, a clear condition should be made that the Council will only enter into a contract with organisations that make a clear and public commitment that they fully recognise trade union rights for their employees and that they will continue to do so”*

Council referred the Motion to Staffing Policy Committee for consideration.

On considering the report prepared by the Associate Director, Law & Governance for the Annual Council meeting and on hearing the views of Cllr Jeff Osborn and Cllr Gordon King,

**Resolved: To note that:**

- 1. there were already statutory processes for considering union recognition during the TUPE process and with contracting parties.**
- 2. there was already statutory protection for employees’ freedom of association to join a union and for union representation for employees within certain employment processes.**
- 3. in terms of any future contracts it would not be possible within the current statutory framework to use as evaluation criteria a public commitment to recognise Trade Unions for collective bargaining purposes.**

40 **Urgent Items**

There were no items of urgent business.

(Duration of meeting: 10.30 - 11.05 am)

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