

Staffing Committee

Agenda

Date: Thursday 14th January 2016
Time: 2.00 pm
Venue: Committee Suite 1,2 & 3, Westfields, Middlewich Road,
Sandbach CW11 1HZ

The agenda is divided into 2 parts. Part 1 is taken in the presence of the public and press. Part 2 items will be considered in the absence of the public and press for the reasons indicated on the agenda and at the top of each report.

PART 1 – MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS PRESENT

1. **Apologies for Absence**
2. **Declarations of Interest**

To provide an opportunity for Members and Officers to declare any disclosable pecuniary and non-pecuniary interests in any item on the agenda.

3. **Public Speaking Time/Open Session**

In accordance with Procedure Rules Nos.11 and 35 a total period of 10 minutes is allocated for members of the public to address the Committee on any matter relevant to the work of the body in question.

Individual members of the public may speak for up to 5 minutes but the Chairman will decide how the period of time allocated for public speaking will be apportioned where there are a number of speakers.

Members of the public wishing to ask a question at the meeting should provide at least three clear working days' notice in writing and should include the question with that notice. This will enable an informed answer to be given. It is not required to give notice of the intention to make use of public speaking provision, however, as a matter of courtesy, a period of 24 hours notice is encouraged.

4. **Minutes of Previous meeting** (Pages 1 - 6)

To approve the minutes of the meetings held on 15 October 2015 and 30 November 2015

5. **Health and Safety, HR and Organisational Development** (Pages 7 - 28)

To receive an update on progress with Health and Safety, Human Resource and Organisational Development items

6. **HR Policies**

a) **Terms of Voluntary Redundancy & Voluntary Early Retirement**
(Pages 29 - 34)

To consider a report which recommends that the current terms of voluntary redundancy be retained until 31 March 2017 and that a further review be carried out in October 2016, looking ahead to 2017/18

b) **Pay Policy Statement** (Pages 35 - 56)

To consider a report on the Pay Policy Statement for 2016/17 and make a recommendation to Council for approval and publication

c) **Code of Conduct for Employees** (Pages 57 - 72)

To consider a report on amendments to the Code of Conduct for Employees and make a recommendation to the Constitution Committee for the Constitution to be amended.

d) **Implementing the Recent Constitutional Changes for Staffing Committee**
(Pages 73 - 76)

To consider a report on implementing the recent Constitution changes for the Staffing Committee

7. **Establishment of a Staffing Sub Committee**

To receive an oral report from Councillor David Brown and Councillor Barry Moran