

# **Staffing Committee**

## **Agenda**

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**Date:** Thursday 21st April 2016  
**Time:** 2.00 pm  
**Venue:** Committee Suite 1,2 & 3, Westfields, Middlewich Road,  
Sandbach CW11 1HZ

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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 meeting held on 29 February 2016

5. **Health and Safety, HR and Organisational Development** (Pages 7 - 26)

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

6. **HR Policies and Procedures**

a) **Revisions to Human Resources Policies and Procedures: Pension Discretions Policy (post 1st April 2014), Retirement Policy, Redundancy and Efficiency Policy and Redundancy and Efficiency Procedure** (Pages 27 - 58)

To consider a report seeking approval for proposed minor changes to the current Pensions Discretion Policy, and the associated Retirement Policy, Redundancy and Efficiency Policy and Redundancy and Efficiency procedure.

b) **Exit Payment Overview** (Pages 59 - 68)

To consider a report on the current situation in relation to the Governments proposals on the recovery of public sector exit payments, redundancy capping limits and additional consultation on wider reforms to public sector exit payments

c) **Grievance, Bullying and Harassment Procedure** (Pages 69 - 88)

To consider a report seeking approval for the revised Grievance, Bullying and Harassment Procedure

7. **Settlement Agreements**

For discussion and to be led by Councillor D Marren