

# Staffing Committee Agenda

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**Date:** Thursday 24th January 2019  
**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.

It should be noted that Part 1 items of Cheshire East Council decision making meetings are audio recorded and the recordings are uploaded to the Council's website.

## **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 paragraph 2.32 of the Committee Procedural Rules and Appendix 7 of the Rules 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 3 - 6)

To approve the minutes of the meeting held on 4 October 2018.

5. **HR and Health and Safety - Q3 Update Report** (Pages 7 - 40)

To consider a report on the progress of the Council's People Plan 2018-20 and on Health and Safety, Human Resources and Organisational Development items.

6. **Brighter Future Together (Culture) Programme Update** (Pages 41 - 58)

To consider an update on the progress with the Brighter Future Together (Culture) Programme and receive a verbal report from Councillor B Moran on the assurance meeting held on 7 January 2019.

7. **Pay Policy Statement 2019/20** (Pages 59 - 72)

To consider a report on the Pay Policy Statement for 2019/20 and make a recommendation to Council for approval and publication.

8. **Mutually Agreed Resignation Scheme (MARS) - Review of Programme for June 2018 Leavers** (Pages 73 - 80)

To consider a report on the outcomes and lessons learnt following the Mutually Agreed Resignation Scheme (MARS).

9. **Employment Tribunals - Overview of Lessons Learnt** (Pages 81 - 88)

To consider a report on the lessons learnt from six Employment Tribunal claims against the Council in the last 12 months.