

Agenda

Dorset County Council



Meeting: Staffing Committee
Time: 10.00 am
Date: 30 January 2017
Venue: Committee Room 3 - County Hall, Colliton Park, Dorchester, DT1 1XJ

Robert Gould (Chairman)
Trevor Jones
Peter Richardson

Peter Finney (Vice-Chairman)
Mike Lovell
Mark Tewkesbury

Andrew Cattaway
David Mannings

Notes:

- The reports with this agenda are available at www.dorsetforyou.com/countycommittees then click on the link "minutes, agendas and reports". Reports are normally available on this website within two working days of the agenda being sent out.
- We can provide this agenda and the reports as audio tape, CD, large print, Braille, or alternative languages on request.

- **Public Participation**

Guidance on public participation at County Council meetings is available on request or at <http://www.dorsetforyou.com/374629>.

Public Speaking

Members of the public can ask questions and make statements at the meeting. The closing date for us to receive questions is 10.00am on 25 January 2017, and statements by midday the day before the meeting.

Debbie Ward
Chief Executive

Contact: Fiona King, Senior Democratic Services Officer
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Date of Publication:
Friday, 20 January 2017

1. Apologies for Absence

To receive any apologies for absence.

2. Code of Conduct

Councillors are required to comply with the requirements of the Localism Act 2011 regarding disclosable pecuniary interests.

- Check if there is an item of business on this agenda in which the member or other relevant person has a disclosable pecuniary interest.
- Check that the interest has been notified to the Monitoring Officer (in writing) and entered in the Register (if not this must be done on the form available from the clerk within 28 days).
- Disclose the interest at the meeting (in accordance with the County Council's Code of Conduct) and in the absence of a dispensation to speak and/or vote, withdraw from any consideration of the item.

The Register of Interests is available on Dorsetforyou.com and the list of disclosable pecuniary interests is set out on the reverse of the form.

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| <p>3. Minutes</p> <p>To confirm and sign the minutes of the meeting held on 22 November 2016.</p> | <p>5 - 12</p> |
| <p>4. Public Participation</p> <p>(a) Public Speaking</p> <p>(b) Petitions</p> | |
| <p>5. Apprentice Scheme from April 2017</p> <p>To consider a report from the Head of Human Resources and Organisational Development.</p> | <p>13 - 22</p> |
| <p>6. Violence, Aggression and Harassment at Work Policy</p> <p>To consider a report from the Head of Human Resources and Organisational Development.</p> | <p>23 - 30</p> |
| <p>7. Revision to Alcohol, Drugs and Substance Misuse Policy</p> <p>To consider a report from the Head of Human Resources and Organisational Development.</p> | <p>31 - 40</p> |
| <p>8. PDR: Completion Rates and Quality of PDR Survey</p> <p>To consider a report from the Head of Human Resources and Organisational Development.</p> | <p>41 - 52</p> |
| <p>9. Pay Policy Statement 2017/18</p> <p>To consider a report from the Chief Executive.</p> | <p>53 - 76</p> |
| <p>10. Redundancy Costs - Quarterly Report</p> <p>To consider a report from the Head of Human Resources and Organisational Development.</p> | <p>77 - 80</p> |
| <p>11. Questions from County Councillors</p> <p>To answer any questions received in writing by the Chief Executive by not later than 10.00am on 25 January 2017.</p> | |
| <p>12. Exempt Business</p> <p>To consider passing the following resolution:</p> | |

To agree that in accordance with Section 100 A (4) of the Local Government Act 1972 to exclude the public from the meeting in relation to the business specified below it is likely that if members of the public were present, there would be disclosure to them of exempt information as defined in the paragraphs detailed below of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

13. Adoption Leave: Review of Approach to Pay (Paragraph 4, 5)

81 - 96

To consider an exempt report from the Head of Human Resources and Organisational Development.

14. Social Work Recruitment and Retention (Paragraph 3)

To consider an exempt report from the Head of Human Resources and Organisational Development (to follow).

15. Modernisation of Employment Policies and Practices (MEPP) (Paragraph 4, 5)

97 - 182

To consider an exempt report from the Chief Executive.