

# Agenda

Dorset County Council



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Meeting: Staffing Committee  
Time: 10.00 am  
Date: 10 April 2017  
Venue: Committee Room 3, County Hall, Colliton Park, Dorchester, DT1 1XJ

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Robert Gould (Chairman)  
Trevor Jones  
Andrew Parry

Peter Finney (Vice-Chairman)  
Mike Lovell  
Peter Richardson

Andrew Cattaway  
David Mannings

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## Notes:

- The reports with this agenda are available at [www.dorsetforyou.com/countycommittees](http://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 5 April 2017, and statements by midday the day before the meeting.

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**Debbie Ward**  
Chief Executive

Contact: Fiona King, Senior Democratic Services Officer  
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Date of Publication:  
Friday, 31 March 2017

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## 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.

**3. Minutes** 5 - 10

To confirm and sign the minutes of the meeting held on 30 January 2017.

**4. Public Participation**

(a) Public Speaking

(b) Petitions

**5. Management of Attendance 2016/17 - Quarter 3** 11 - 24

To consider a report by the Head of Human Resources and Organisational Development.

**6. Sickness Monitoring in the Children's Services Directorate**

Following a request from the Staffing Committee at its meeting held on 22 November 2016 to provide a focus from each Directorate on sickness absence, members will receive a verbal update in relation to Children's Services.

**7. Performance and Development Reviews (PDRs) - update from Children's Services**

To receive an update from the Director for Children's Services regarding PDRs in her Directorate as requested by members at their meeting on 30 January 2017.

**8. Headcount and FTE Figures and Non-Directly Employed Contract Workforce - Quarter 3 2016/17** 25 - 36

To consider a report by the Head of Human Resources and Organisational Development.

**9. Equality and Diversity Policy** 37 - 42

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

**10. Redundancy Costs - Quarterly Report** 43 - 46

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

**11. Questions from County Councillors**

To answer any questions received in writing by the Chief Executive by not later than 10.00am on Wednesday 5 April 2017.

**12. Exempt Business**

To consider passing the following resolution:

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. Pay for Adoption Leave (Paragraph 4, 5)**

47 - 70

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

**14. Modernising Employment Policies (MEPP) Review (Paragraph 4)**

71 - 102

To consider an exempt report from the Chief Executive.

**15. Senior Structures (Paragraph 1, 2)**

To consider an exempt report by the Chief Executive (to follow).