



## **NOTICE OF MEETING**

### **Employment Committee**

**Wednesday 16 December 2015, 7.30 pm**

**Council Chamber, Fourth Floor, Easthampstead House, Bracknell**

### **To: Employment Committee**

Councillor McLean (Chairman), Councillor Allen (Vice-Chairman), Councillors Mrs Angell, Mrs Birch, Leake, Ms Miller, Mrs Temperton, Virgo and Worrall

### **Non-Voting Co-optee**

Councillor Heydon

### **cc: Substitute Members of the Committee**

Councillors Angell, Brossard, Dudley, Mrs Hamilton and Mrs McCracken

ALISON SANDERS

Director of Corporate Services

### **EMERGENCY EVACUATION INSTRUCTIONS**

- 1 If you hear the alarm, leave the building immediately.
- 2 Follow the green signs.
- 3 Use the stairs not the lifts.
- 4 Do not re-enter the building until told to do so.

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**Bracknell**

Sound recording, photographing, filming and use of social media at meetings which are held in public are permitted. Those wishing to record proceedings at a meeting are however advised to contact the Democratic Services Officer named as the contact for further information on the front of this agenda as early as possible before the start of the meeting so that any special arrangements can be made.

**AGENDA**

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1. **Apologies**

To receive apologies for absence and to note the attendance of any substitute members.

2. **Declarations of Interest**

Any Member with a Disclosable Pecuniary Interest or an Affected Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.

3. **Minutes from previous meeting**

To approve as a correct record the minutes of the meeting of the Committee held on 28 October 2015.

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4. **Urgent Items of Business**

Any other items which, pursuant to Section 100B(4)(b) of the Local Government Act 1972, the Chairman decides are urgent.

5. **Update from the Chairman of the Local Joint Committee**

A summary of any significant issues raised at the Local Joint Committee held earlier in the day.

6. **Annual Update of the Council's Pay Policy Statement and Annual Review of the Bracknell Forest Supplement**

The Committee is asked to recommend that Council agree the Pay Policy Statement for 2016/17 and to agree that the level of the Bracknell Forest Supplement for 2016/17 be increased to £8.25 per hour with effect from 1 April 2016.

9 - 46

7. **Pay and Workforce Strategy 2015/18**

- The Employment Committee is asked to endorse the 9<sup>th</sup> Pay and Workforce Strategy for submission to full Council. 47 - 80
8. **Organisational Change Timetable**  
 The Committee is asked to note the Organisational Change timetable dealing with both the changes in Older People's Services and the restructuring exercise necessary to balance the 2015/16 budget. 81 - 84
9. **Monitoring the Council's Workforce 2014/15**  
 The Committee is asked to note the report. 85 - 102
10. **Minutes of Sub Groups**  
 The Committee is asked to note the minutes of the; 103 - 106
- i) Health & Safety Panel held on 11 November 2015 and
  - ii) the Local Joint Committee held on 28 October 2015.
11. **Exclusion of Public and Press**  
 To consider the following motion:  
  
 That pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of the following item which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act:
- (1) Information relating to any individual (Item 13).
  - (3) Information relating to the financial or business affairs of any particular person (including the authority). (Item 12)
12. **Future Provision of Services - Heathlands Residential Care Home and Day Centre for People with Dementia**  
 The purpose of this report is to inform the Employment Committee of the possible staffing implications arising from public consultation currently being held concerning the provision of services at Heathlands Residential Care Home and Day Centre for People with Dementia. 107 - 108
13. **Senior Officer Structure**  
 The Committee is asked to consider the senior officer structure as detailed in the report. 109 - 118
14. **Date of Next Meeting**  
 10 February 2016.