



NOTICE OF MEETING

Employment Committee

Wednesday 17 December 2014, 7.30 pm

Council Chamber, Fourth Floor, Easthampstead House, Bracknell

To: Employment Committee

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

cc: Substitute Members of the Committee

Councillors Mrs Angell, Blatchford, Brunel-Walker, Ms Brown and Dudley

ALISON SANDERS
Director of Corporate Services

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

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Bracknell

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AGENDA

	Page No
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 18 June 2014.	1 - 6
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. Minutes of Sub Groups	
The Committee is asked to note the minutes of the Local Joint Committee held on 25 November 2014.	7 - 8
6. Pay Policy Statement	
The Committee is asked to recommend that Council agree the Pay Policy Statement for 2015/16 and agree that the level of the Bracknell Forest Supplement for 2015/16 be increased to £7.85 per hour with effect from 1 April 2015.	9 - 46

7. **Pay and Workforce Strategy**
The Committee is asked to endorse the attached 8th Pay and Workforce Strategy for submission to full Council. 47 - 78
8. **Organisational Change Timetable**
The Organisational Change Timetable is attached at Appendix A for information, dealing with the restructuring exercise necessary to balance the 2015/16 budget. 79 - 82
9. **Public Health**
The purpose of this report is to inform the Committee on the background to and the progress made with transfer of Public Health staff from Berkshire PCTs to Berkshire Council's and Bracknell Forest in particular. 83 - 84
10. **Workforce Monitoring**
To consider an information report on Monitoring the Council's Workforce 2013/14. 85 - 100
11. **Pay Award**
The purpose of this report is to inform the Committee of the latest situation regarding the National Joint Council pay award. 101 - 108
12. **Open Learning Centre - Access to Backdated Pension**
The purpose of this report is to inform the Committee of the backdated payments made to the Local Government Pension Scheme for three post holders previously employed by the Council. 109 - 110
13. **Berkshire Adoption Service**
The purpose of this report is to update the Committee on the staffing arrangements following the decision of the Executive to support the creation of a Pan Berkshire Adoption service. 111 - 112
14. **Date of Next Meeting**
11 February 2015