

AGENDA

NOTE: In the case of non-members, this agenda is for information only

- Committee** - **GENERAL PURPOSES COMMITTEE**
- Date & Time** - WEDNESDAY, 26TH MARCH, 2008 AT 10.00AM
- Venue** - NORFOLK ROOM, THE CONFERENCE SUITE, ELIZABETH HOUSE, DEREHAM

Members of the Committee requiring further information, or with specific questions, are asked to raise these with the appropriate officer at least two working days before the meeting. If the information requested is available, this will be provided, and reported to Committee.

Persons attending the meeting are requested to turn off mobile phones

Members:

Mr R.W. Duffield (Chairman)
 Mr P.J. Duigan (Vice-Chairman)
 Mr G.P. Balaam
 Mr S.H. Chapman-Allen
 Mrs K. Millbank
 Mr D.S. Myers

Mrs P. Quadling
 Mr I. Sherwood
 Mr W.H.C. Smith
 Mrs L.S. Turner
 Mr D.R. Williams JP
 Mrs S.R. Howard-Alpe

Committee Services
 Elizabeth House, Walpole Loke,
 Dereham Norfolk, NR19 1EE
 Date: Thursday, 13 March 2008

PART A - ITEMS OPEN TO THE PUBLIC

	<u>Page(s)</u> <u>herewith</u>
1. <u>MINUTES</u>	1 - 5
To confirm the minutes of the meeting held on 30 January 2008.	
<u>Capability Policy and Procedure Minute No. 84/07</u>	
This procedure has been developed in consultation with Deputy Leader and will be presented to the next meeting of the Local Joint Consultative Committee on 20 March 2008.	
<u>Sickness Absence Management Procedure Minute No. 85/07</u>	
In the light of the recent deterioration of sickness performance indicators, a more exacting approach to sickness is being developed in consultation with the Deputy Leader and the Executive. It is anticipated that this will be brought to the Local Joint Consultative Committee as an additional item on 20 March 2008.	
2. <u>APOLOGIES</u>	
To receive apologies for absence.	
3. <u>DECLARATION OF INTEREST</u>	
Members are asked at this stage to declare any interests they may have in any of the following items on the agenda.	
The Members' Code of Conduct requires that declarations include the nature of the interest and whether it is a personal or prejudicial interest.	
4. <u>URGENT BUSINESS</u>	
To note whether the Chairman proposes to accept any item as urgent business, pursuant to Section 100(B)(4)(b) of the Local Government Act 1972.	
5. <u>LOCAL JOINT CONSULTATIVE COMMITTEE : 19 FEBRUARY 2008</u>	6 - 9
To adopt the unconfirmed minutes of the Local Joint Consultative Committee meeting held on 19 February 2008.	
6. <u>ELECTION FEES: COUNTY DISTRICT AND PARISH COUNCILS</u>	10 - 13
Report of the Deputy Chief Executive.	
7. <u>STAR CHAMBER - ADJUSTMENT TO POSTS</u>	14 - 19
Report of the Deputy Chief Executive.	
8. <u>REDUNDANCY POLICY AND COMPENSATION</u>	20 - 33
Report of the Deputy Chief Executive.	

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9. <u>RIGHT TO REQUEST FLEXIBLE WORKING</u> Report of the Human Resources Manager.	34 - 37
10. <u>STANDBY/OUT OF HOURS PAYMENTS</u> Report of the Deputy Chief Executive.	38 - 50
11. <u>CAR LEASING SCHEME FOR BRECKLAND COUNCIL EMPLOYEES</u> Report of the Deputy Chief Executive.	To Follow
12. <u>ORGANISATIONAL REVIEW</u> Report of the Deputy Chief Executive. Formal consultation with staff ends on 14 March 2008.	To Follow
13. <u>NEXT MEETING</u> To note that the next meeting will be held on Wednesday, 23 April 2008 at 10.00am in the Norfolk Room.	