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Meeting	Staffing Matters & Urgency Committee
Date	9 December 2019
Present	Councillors Hook, Melly (Substitute for Councillor Myers) and Widdowson (Substitute for Councillor Aspden)
Apologies	Councillors Craghill, D'Agorne, Aspden and Myers

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#### **40. Appointment of Chair**

The Head of Civic & Democratic Services invited Members to nominate a Chair for this meeting.

Resolved: That Councillor Widdowson be appointed as Chair.

#### **41. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

#### **42. Exclusion of Press and Public**

Resolved:

- (i) It was agreed that the press and public be excluded from the meeting during the consideration and approval of Agenda Item 3 (Minutes) on the grounds that the discussion would contain information relating to individuals and information which was likely to reveal the identity of individuals. This information was classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

- (ii) That the press and public be excluded from the meeting during the consideration of the report and Annex A to Agenda Item 8 (Complaints Investigation) on the grounds that they contained information relating to individuals and information which was likely to reveal the identity of individuals. This information was classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).
- (iii) That the press and public be excluded from the meeting during the consideration of Annexes A and B to Agenda Item 9 (Settlement Agreement) and Annex A to Agenda Item 10 (Pension or Exit Discretion) on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information was classed as exempt under Paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information)(Variation) Order 2006).

#### **43. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 4 November 2019 be approved and then signed by the Chair as a correct record, subject to confirming that Cllrs Melly and Widdowson were in attendance as substitutes.

#### **44. Public Participation**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

#### **45. Appointment of the Chair of Make It York**

Members considered a report that proposed the appointment of a new Chair, Mr Greg Dyke, for Make It York following the resignation of Jane, Lady Gibson at the end of her term of office.

The Managing Director of Make It York was in attendance to present the report and he informed Members that following an interview with a panel of city stakeholders, Mr Dyke emerged as the desired candidate.

Members noted Mr Dyke's background and agreed this was an exceptional appointment.

Resolved:

- (i) That the Council's thanks to Jane, Lady Gibson for her distinguished contribution to the city in her role as the first Chair of Make it York be placed on record.
- (ii) That Mr Greg Dyke be appointed as a Director of Make It York in order that he may serve as the new Chair.

Reason: To comply with the company's Articles of Association

#### **46. Setting up a Work Plan for the Committee**

Members considered a report that provided a draft work plan for the Committee to consider, in an effort to establish clear forward and work planning for future meetings in relation to its 'staffing' function and at the request of Members of the Committee.

The Head of HR was in attendance to present the report and she highlighted that many other Council Committees had established work plans and that this Committee would need to consider its areas of operation to avoid potential duplication with the role of monitoring human resources work area, which currently fell within the responsibilities of Customer and Corporate Services Scrutiny Management Committee.

Officers answered Members questions where it was agreed that further information regarding the political balance for this Committee would be emailed to Members and that the work plan would be a standing item on the agenda going forward.

Although some substitute Members felt that this item should be postponed until the next meeting, to allow the main Committee Members to consider it, they:

Resolved: That the introduction of a work plan be supported and that the content set out in Annex 2 of the report be agreed, as an initial starting point for Members to consider at the next Committee meeting.

Reason: In order to provide structure to the future work of the Committee.

#### **47. Changes to Membership of Committees and Other Bodies**

Members considered a report setting out proposed changes to the membership of the following Committee for their approval, further to the appointments made at the Annual Council meeting on 22 May 2019:

Licensing and Regulatory Committee

Councillor Kilbane to replace Councillor Fitzpatrick.

Members were informed that Haxby Town Council were holding their next meeting on Monday 9 December 2019 and not 2 December as stated in the report. Until Haxby Town Council could confirm if they were in agreement, the appointment of Parish Councillor A Richardson onto the Foss 2008 Internal Drainage Board would be postponed.

Resolved: That the above Committee membership change be agreed.

Reason: In order to make appropriate appointments to the Councils Committees and Outside Bodies for the remainder of the current municipal year.

#### **48. Complaint Investigation**

Members considered an exempt report and annex, under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

The Head of HR was in attendance to present the report and advise Members. She stated that at the last Staffing Matters and Urgency Committee, Members had requested further information be received, to enable them to make an informed

decision, relating to a complaint received against a senior officer.

Representations were also made at the meeting on behalf of the relevant officer.

Members considered the background and detail surrounding the complaint, in accordance with Council policy and the options available to them.

Following detailed consideration it was:

Resolved: That no further action be taken.

Reason: To ensure that Staffing Matters and Urgency Committee carry out their role within the remit of the committee and in accordance with the Disciplinary Procedure for Local Authority Chief Executives.

#### **49. Settlement Agreement**

Members considered a report that advised them of the expenditure associated with the mutual termination of a member of staff's contract and the provision of a settlement agreement.

The HR Manager provided an update and Members considered the background and detailed case surrounding each proposal, which were attached as exempt annexes to the report.

Resolved: That the expenditure associated with the dismissal, on the ground of mutual agreement through the provision of a settlement agreement, as detailed in Annexes A and B of the report, be noted.

Reason: In order to provide an overview of the expenditure.

#### **50. Pension or Exit Discretion**

Members considered a report which detailed expenditure associated with a pension or exit discretion in accordance with Council policy.

The HR Manager was in attendance to provide an update. Members considered the background and detail surrounding the

proposal, which was contained in the business case attached as an exempt annexe to the report.

Resolved: That the expenditure associated with the proposed pension or exit discretion, as detailed in Annex A of the report, be considered and approved.

Reason: In order to provide an overview of expenditure and to consider whether the Council should exercise its discretionary powers to make enhancements.

Councillor Widdowson, Chair

[The meeting started at 5.30 pm and finished at 6.15 pm].