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| Meeting | Staffing Matters & Urgency Committee                     |
| Date    | 17 October 2016  |
| Present | Councillors Carr (Chair), Aspden (Vice-Chair) and Looker |

### **29. 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.

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

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to agenda items 5, 6 and 7 (Six Month Redundancy Summary, Pension or Exit Discretion and Redundancy)(Minute Items 33, 34 and 35 refer) on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information is 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).

### **31. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 19 September 2016 be approved and then signed by the Chair as a correct record.

### **32. Public Participation**

It was reported that there had been one registration to speak at the meeting under the Council's Public Participation Scheme.

Gwen Swinburn spoke about her concerns regarding to Council recruitment and staff management.

She also referred to access to information that Members received and the terms of reference of the Committee, in regards to appointments to outside bodies.

### **33. Six Month Redundancy Summary**

Members considered a report which advised them of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy. The report also provided an overview and analysis of all redundancies which had been made by the council since 2011.

Annex A of the report provided summary information of all council redundancies from April 2011 to September 2016.

Two additional confidential annexes, Annexes B and C, were circulated to Members at the meeting which provided an analysis and summary of council redundancies for the period April 2016 to September 2016 and detailed further information about the redundancies.

Regarding comments raised by the public speaker, the Head of Human Resources and Organisational Development apologised for the error which led to the omission of Annex A being published with the original published agenda, which had now been rectified. Members were informed of the reasons for the circulation of the confidential annexes at the meeting, and why it could not be provided to them beforehand, which was due to the confidential nature of the information.

**Resolved:** That Members note the information provided in Annexes A & B and the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in Annex C.

**Reason:** In order to provide an overview of the expenditure and to maintain transparency and scrutiny of the process.

### **34. Pension or Exit Discretion**

Members received a report which advised them of the expenditure associated with a pension discretion in accordance with council policy.

A confidential annex which detailed a request for flexible retirement was circulated amongst Members.

Resolved: That the flexible retirement which was proposed be agreed.

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

### **35. Redundancy**

Members received a report which advised them of the expenditure associated with the proposed dismissal of an employee on the grounds of voluntary redundancy.

A confidential annex which detailed the background and expenditure surrounding the proposal was circulated amongst Members.

Resolved: That the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy as detailed in the annex be noted.

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

Councillor D Carr, Chair

[The meeting started at 5.30 pm and finished at 5.50 pm].