

Meeting	Staffing Matters & Urgency Committee
Date	1 April 2019
Present	Councillors Looker, Cuthbertson (Substitute for Cllr Aspden) and Steward (Substitute for Councillor Gillies)
Apologies	Councillors Gillies (Chair) and Aspden (Vice Chair)

73. Chair

Members were asked to elect a Member to act as Chair of the meeting in the absence of the Chair and Vice Chair.

Resolved: That Councillor Steward be appointed to Chair the meeting.

74. 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.

75. 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 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).

76. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 18 March 2019 be approved and then signed by the Chair as a correct record.

77. Public Participation

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

Michael Hammill, a resident, spoke under the general remit of the Committee on a complaint he had made against a Senior Council Officer. He referred to the circumstances which had led to his complaint and to the personal stress and cost caused to him as a result. Finally, he stated that all complaints should be fully investigated, with proper communication between CYC and the complainant.

Gwen Swinburn, a resident, spoke on issues around the way complaints were currently being handled by CYC. She expressed concern about the lack of process, and length of time taken, to deal with citizen complaints. She stated that she felt the Council should establish a Standing Chief Officer Investigations & Disciplinary Committee, as several other councils did. Finally she commented on expensive pay outs to Chief Officers despite poor performance and poor conduct.

78. Pension or Exit Discretion

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

Members considered the background and detail surrounding the proposals, which were contained in the business cases attached as a confidential to the report.

Resolved: That the expenditure associated with the proposed pension or exit discretions, as detailed in Annex A to 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.

79. Redundancy

Members considered a report which detailed the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

The background and detailed cases surrounding the proposals were contained in the individual business cases, attached as a confidential annex to the report.

Resolved: That the expenditure associated with the proposed dismissal of employees on the grounds of redundancy, as detailed in Annex A to the report, be noted.

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

80. Complaint Investigation

Members considered a report which set out the process for considering a complaint received and seeking approval to take next steps in relation to that complaint.

The Head of HR attended the meeting to present the report. She explained that, since the agenda for this meeting was published, further information had been received and she asked that Members consider deferring this item to a future meeting of this Committee to allow her to update the report.

Resolved: That the item be deferred to a future meeting of this Committee.

Reason: In order that the Head of HR could update the report to the Committee with information which had been received since agenda publication.

Councillor Steward, in the Chair

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