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| Meeting | Staffing Matters & Urgency Committee |
| Date | 7 October 2019 |
| Present | Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and D Myers |

26. 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.

27. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to Agenda Item 7(Redundancy) 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).

28. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on Monday 2 September 2019 be approved and then signed by the Chair as a correct record.

29. 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, addressed the committee on two matters, defamation and the conduct of the planning

department. He made reference to a complaint he had submitted regarding the conduct of the Chief Executive and informed the Committee that he still awaited an apology and/or explanation. He also raised his concerns relating to the attitude of the planning department and its management.

Gwen Swinburn, a local resident, raised concerns relating to:

- delays in establishing a process for Members to be suitably involved in disciplinaries;
- delays in handling multiple complaints against the Chief Executive;
- Non-Disclosure Agreements (NDAs), requesting an update item at future meetings;
- Introducing a work plan for this Committee, giving some suggested items of business.

The Chair thanked the speakers for their contributions and in this instance confirmed that the Committee was supportive of introducing a work plan going forward.

30. Changes to Membership of Committees and Other Bodies

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

Foss 2008 Internal Drainage Board

To appoint Councillor Fisher and Councillor Wartens onto the Board.

St Wilfrid's Eleemosynary Charity

Councillor Cuthbertson to replace Councillor Mason

Resolved: That the above Outside Bodies membership changes be agreed.

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

31. Interim cover for the Chief Executive

Members considered a report reviewing arrangements for the continued provision of cover for the duties of the role of Head of Paid, whilst the Chief Executive continued to be absent from work.

The following options were outlined and Members' approval was sought to that which they considered most appropriate:

Option 1: to continue with the current arrangements, under which the Deputy Chief Executive had assumed acting responsibility for the duties as Interim Chief Executive and the Deputy Section 151 Officer had become Interim Section 151 Officer;

Option 2: to recruit an additional temporary Chief Officer to assume acting responsibility for Finance and the Section 151 duties, whilst the Deputy Chief Executive acted as Interim Chief Executive;

Option 3: to recruit an Interim Chief Executive on an initial 3 month contract, with the flexibility to extend.

Members were advised that the current arrangements were currently working satisfactorily.

Resolved:

- a) That Option 1 be approved, continuing with the current interim arrangements;
- b) That the additional supplements for Interim Head of Paid Service and Interim Section 151 Officer as detailed in option 1 in the report, continue to be paid;
- c) To note that all interim arrangements would cease with immediate effect upon the return of the Chief Executive;
- d) That the above interim arrangements be reviewed further in January 2020, if the Chief Executive remained absent.

Reason: To provide suitable cover in the absence of the Chief Executive.

32. Redundancy

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

The Head of HR explained the background and detailed case surrounding the proposals, which were contained in individual business cases, attached as 'exempt' annexes to the report.

Resolved: That the expenditure associated with the proposed dismissal of two employees on the grounds of redundancy, as detailed in Annexes A and B of the report, be noted.

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

Councillor K Aspden, Chair

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