

Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Williams (Chair), Simpson-Laing, Aspden, Steward and Watson
- Date:** Monday, 16 March 2015
- Time:** 5.30 pm
- Venue:** The Snow Room - Ground Floor, West Offices (G035)

AGENDA

1. Declarations of Interest

At this point in the meeting, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

2. Exclusion of Press and Public

To consider the exclusion of the press and public from the meeting during consideration of the annexes to agenda item 6 (Redundancy) on the grounds that they contain information relating to an individual and to the financial or business affairs of a particular person including the authority holding that information. 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)

3. Minutes (Pages 1 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 16 February 2015.

4. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Committee's remit can do so. The deadline for registering is **5.00 pm on Friday 13 March 2015**.

Filming, Recording or Webcasting Meetings

Please note this meeting may be filmed and webcast and that includes any registered public speakers, who have given their permission. This broadcast can be viewed at:

<http://www.york.gov.uk/webcasts>.

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the Democracy Officer (whose contact details are at the foot of this agenda) in advance of the meeting.

The Council's protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at:

http://www.york.gov.uk/downloads/download/3130/protocol_for_webcasting_filming_and_recording_of_council_meetings

5. Appointments to Committees and Outside Bodies (Pages 5 - 8)

The report asks members to agree the appointment of two replacement representatives to the Make it York Shareholder Committee and an additional representative on the cross party York Community Stadium Lead Members Group.

6. Redundancy (Pages 9 - 10)

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

7. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officer:

Name: Judith Betts

Contact details:

- Telephone – (01904) 551078
- E-mail – judith.betts@york.gov.uk

For more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 **(01904) 551550**

This page is intentionally left blank

City of York Council

Committee Minutes

Meeting	Staffing Matters & Urgency Committee
Date	16 February 2015
Present	Councillors Simpson-Laing (Chair), Steward, Reid (Substitute) and Williams
Apologies	Councillors Aspden and Watson

74. Declarations of Interest

At this point in the meeting, Members were asked to declare any personal, prejudicial or disclosable pecuniary interests that they might have had in respect of the business on the agenda. No interests 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 Item 6 and 7.

76. Minutes

The accuracy of the following paragraph relating to Minute Item 72 (Appointments to Committees and Outside Bodies) from the minutes of the last meeting held on 19 January 2015 was queried;

“In regards to the proposal to replace Councillor Watt on Local Plan Working Group, Councillor Watson felt that Councillor Watt would make a good Independent Member on the committee”.

It was suggested that, since the inclusion of the above statement was not material to the decision in hand, if Members were in agreement, it would be appropriate for the paragraph to be simply deleted from the minutes. That being agreed, it was.

Resolved: That the minutes of the last meeting of the Staffing Matters and Urgency Committee held on 19 January 2015 be approved and signed by the Chair subject to the deletion of the paragraph detailed above.

77. Public Participation

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

78. Appointments to Committees and Outside Bodies

Members considered a report which asked them to agree to changes in appointments to two Committees and to approve nominations to a briefing group 'York Community Stadium Lead Members Group', to be established.

Members were taken through the changes to be considered.

York Community Stadium Lead Members Group

Details had been sought from Groups of cross party nominations to this briefing group. Although this was not a decision making body, Members were, nonetheless, reminded to consider any potential conflicts of interest before making their nominations.

Since the report had been published, a nomination had been received for Councillor King to represent the Labour Independent Group. No nomination had yet been received from any Independent Member. Councillor Williams confirmed, at the meeting, that Councillor Levene would be the nomination of the Labour Group.

Resolved:

That the following changes and appointments be agreed:

- (i) Councillor Williams to replace Councillor Simpson-Laing as Chair of the Staffing Matters and Urgency Committee.
- (ii) Councillor Richardson to replace Councillor Watt on Planning Committee.
- (iii) A briefing group 'York Community Stadium Lead Members Group' be established, comprising the following cross party Members:
 - Labour- Councillor Levene
 - Conservative- Councillor Steward
 - Liberal Democrat- Councillor Ayre

- Green-Councillor Taylor
- Labour Independent- Councillor King
- Ward Councillor (Huntington and New Earswick)-
Councillor Orrell
- Independent Member (to be nominated to the next meeting of this Committee, when received)

Reason: In order to make appropriate changes and appointments to the Council's Committees and Outside Bodies for the current municipal year.

79. Pension or Exit Discretion

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

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

Resolved: That the proposal be noted.

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

80. 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 containing details of the redundancy was circulated to Members.

Resolved: That the expenditure associated with the proposed dismissal of the employee on the grounds of voluntary redundancy be noted.

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

Councillor T Simpson-Laing, Chair
[The meeting started at 5.32 pm and finished at 5.45 pm].

This page is intentionally left blank



Staffing Matters and Urgency Committee**16 March 2015**

Report of the Assistant Director, Governance and ICT

Appointments to Committees and Outside Bodies**Summary**

1. At the Annual Council meeting on 20 May 2014 appointments were made to Committees, outside and partnership bodies together with appointments to Chairs and Vice-Chairs for the 2014/15 municipal year. On 23 October 2014, an Extraordinary Council meeting subsequently reviewed the allocation of seats, appointments to the Council structure and outside bodies, and further changes were agreed, following a by-election and changes in political group memberships.
2. A new Leader of the Council was then appointed on 11 December 2014 and with a reduction in Cabinet members, a number of additional changes to Council appointments were agreed at meetings of the Staffing Matters and Urgency Committee in January 2015. However, since these appointments were made, further changes have been requested to the previously agreed list.

Background

3. Since the appointment of Members to the Make it York Shareholders Board changes have been requested to the Board's membership, prior to the start of official trading on 1 April 2015.
4. At the last Staffing Matters & Urgency Committee on 16 February a number of appointments were agreed to the York Community Stadium Lead Members group. Since that date a further nomination has been received.
5. As the Staffing Matters & Urgency Committee has authority to deal with any changes or appointments to those Committees and bodies within year, the following changes and additions are now put forward for consideration:

(i) **Make it York Shareholder Committee**

At the Staffing Matters & Urgency Committee meeting on 10 November 2014, appointments were made to the newly formed NewCo Shareholders Group. This followed the creation of NewCo a company appointed to develop a new approach to delivering marketing, culture, tourism and business development for York and its economic area.

To ensure wide cross party representation on the Committee, the Committee was made up of the following 5 representatives, 2 Labour (Cllrs Crisp/Williams), 1 Liberal Democrat (Cllr Hyman), 1 Conservative (Cllr Steward – Chair) and 1 Green (Cllr Taylor).

Since then the company has been renamed Make it York and Cabinet has recently agreed the governance and legal framework for the new organisation prior to the company starting to trade in April 2015.

As Councillor Williams will shortly join the Make it York Board of Directors and Councillor Crisp is the Cabinet Member for Leisure, Culture and Tourism it would no longer be possible for them to retain their places on the Shareholder Committee so a request has been made to appoint two replacement representatives on the Committee. *Replacement representatives to be confirmed.*

(ii) **York Community Stadium Lead Members**

At the last meeting of the Staffing Matters & Urgency Committee it was agreed to adopt a similar model to that for the major infrastructure development project – York Central, for the York Community Stadium Lead Members Group, a cross party group which included representation from all parties and Ward Members. The following appointments were made to the Group:

- Labour- Councillor Levene
- Conservative- Councillor Steward
- Liberal Democrat- Councillor Ayre
- Green-Councillor Taylor
- Labour Independent- Councillor King
- Ward Councillor (Huntington and New Earswick)- Councillor Orrell

At that time a nomination had not been received from the Independent Members and it was agreed that this could be pursued by Officers outside the meeting. Since then Councillor Watson has been nominated as the Labour Independent representative.

Consultation

6. In accordance with the usual process for gathering nominations to available places, the relevant Groups and individuals have been consulted, as appropriate, and provided with the necessary information.

Options

7. The Committee has the option either to approve or propose alternatives to the nominations and membership of the Group proposed in this report.

Council Plan 2011-15

8. Establishing an appropriate decision making and scrutiny structure and appointees to that, contributes to the Council delivering its core priorities set out in the Council Plan, effectively.

Implications

9. There are no known implications in relation to the following in terms of dealing with the specific matters before Members:
 - Financial
 - Human Resources (HR)
 - Equalities
 - Crime and Disorder
 - Property
 - Other

Legal Implications

10. The Council is statutorily obliged to make appointments to Committees, Advisory Committees, Sub-Committees and certain other prescribed bodies in accordance with the political balance rules, where applicable.

Risk Management

11. In compliance with the Council’s risk management strategy, there are no known risks associated with the recommendations in this report.

Recommendations

Staffing Matters and Urgency Committee is asked to consider and agree the following appointments for the remainder of the 2014/15 municipal year:

- (i) To consider the appointment of two representatives to replace Councillors Williams and Crisp on the Make it York Shareholder Committee.
- (ii) To appoint Councillor Watson as the Independent Labour representative on the cross party York Community Stadium Lead Members Group.

Reason: In order to make appropriate appointments to the Council’s Committees and Outside Bodies for the current municipal year.

Author:

Dawn Steel
Head of Civic and Democratic Services
Telephone: 01904 551030

Chief Officer Responsible for the report:

Andy Docherty
Assistant Director, Governance and ICT

Report Approved



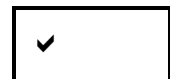
Date 6 March 2015

Specialist Implications Officers

Not applicable

Wards Affected: Not applicable

All



For further information please contact the author of the report

Background Papers

None

Annexes

None



Staffing Matters and Urgency Committee**16th March 2015**

Report of the Director of Customer and Business Support Services

Redundancy**Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

Background

2. The background and detailed case surrounding each proposal are contained in the individual business cases to be circulated at the meeting as annexes to this report.

Consultation

3. All of the proposed redundancies have been subject to consultation in accordance with the Council's statutory obligations.

Options

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by her.

Analysis

5. The analysis of each proposal can be found in the respective business case.

Council Plan

6. Whilst the actions being proposed in the report are not material to the Council Plan they are consistent with the required outcomes of the Workforce Strategy.

Implications

- 7. The implications of each proposal can be found in the respective business case.

Risk Management

- 8. The specific risks associated with each proposal and how they can be mitigated is contained in each business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

- 9. Staffing Matters and Urgency Committee is asked to:
 - 1) Note the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in the annexes.

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

Contact Details

Author:

Mark Bennett
Head of Business HR
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

**Report
Approved**

Date 6th March
2015

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

None

Annexes

Individual Business Cases (to be circulated at the meeting)