



Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Williams (Chair), Simpson-Laing, Aspden, Steward and Watson
- Date:** Monday, 30 March 2015
- Time:** 5.30 pm
- Venue:** The Craven Room - Ground Floor, West Offices (G048)

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 following:

Annexes to Agenda Items 5 (Pension or Exit Discretion) and 6 (Redundancy) on the grounds that they contain 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).

3. Minutes (Pages 1 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 16 March 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 **Friday 27 March 2015 at 5.00 pm**.

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. Pension or Exit Discretion (Pages 5 - 6)

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

6. Redundancy (Pages 7 - 8)

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 Democracy 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**

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City of York Council

Committee Minutes

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

81. 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. None were declared.

82. 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 (Redundancy) (Minute Item 86 refers).

83. Minutes

Resolved: That the minutes of the last meeting of the Staffing Matters and Urgency Committee held on 16 February 2015 be approved and signed by the Chair as an accurate record.

84. Public Participation

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

85. Appointments to Committees and Outside Bodies

Members considered a report which asked them to agree to two replacement representatives to the Make it York Shareholder Committee and an additional representative to the York Community Stadium Lead Members Group.

Members were taken through the changes to be considered.

Make it York Shareholder Committee

It was reported that since the report had been published, that the two Labour nominees to this committee had now been confirmed as Councillors Gunnell and Merrett.

York Community Stadium Lead Members Group

One Member pointed out a mistake in the report and clarified that it should read “Since then Councillor Watson has been nominated as the Independent representative” not the Labour Independent representative.

Resolved:

That the following appointments and changes be agreed¹:

- (i) Councillors Gunnell and Merrett to replace Councillors Williams and Crisp on the Make it York Shareholder Committee.
- (ii) Councillor Watson as the Independent 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.

Action Required

1. To inform the Committee and Outside Body of agreed appointments. JB

86. Redundancy

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

Confidential annexes containing details of the redundancies were circulated at the meeting. A request was made by Members to receive a summary of information regarding the effect on changes to the service in which the redundancies would take place.¹ Officers confirmed that they would send this information to Members.

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

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

Action Required

1. Circulate summary of information via email to MB
Members.

Councillor T Simpson-Laing, Chair

[The meeting started at 5.30 pm and finished at 5.40 pm].

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Staffing Matters and Urgency Committee**30 March 2015**

Report of the Director of Customer and Business Support Services

Pension or Exit Discretion**Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

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 pension or exit discretions 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 are 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:

Consider each proposal as detailed in the annexes.

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

Contact Details

Author:

Mark Bennett
Head Business HR
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

Report **Date** 20 March
Approved 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 (Confidential and to be circulated at the meeting)



Staffing Matters and Urgency Committee**30 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 19th 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)