



Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Gillies (Chair), Aspden (Vice-Chair) and Looker
- Date:** Monday, 14 May 2018
- Time:** 5.30 pm
- Venue:** The Thornton Room - Ground Floor, West Offices (G039)

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 Annexes A and B to Agenda Item 5 (Pension or Exit Discretion) 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 - 6)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 19 March 2018.

4. **Public Participation**

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is on **Friday 11 May 2018 at 5.00pm**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officers for the meeting, on the details at the foot of the agenda.

Filming, Recording or Webcasting Meetings

Please note that, subject to available resources, this meeting will be filmed and webcast, or recorded, including any registered public speakers who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>. or, if recorded, this will be uploaded onto the Council website following the meeting.

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 Officers (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/download/downloads/id/11406/protocol_f_or_webcasting_filming_and_recording_of_council_meetings_20160809.pdf

5. Pension or Exit Discretion (Pages 7 - 16)

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

6. Urgent Business

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

Democracy Officers

Catherine Clarke and Louise Cook (job share)

Contact details:

- Telephone – (01904) 551031
- Email catherine.clarke@york.gov.uk and louise.cook@york.gov.uk

(If contacting by email, please send to both Democracy Officers named above).

For more information about any of the following please contact the Democratic Services Officers 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

City of York Council

Committee Minutes

Meeting	Staffing Matters & Urgency Committee
Date	19 March 2018
Present	Councillors Aspden (Vice-Chair), Looker and K Myers (Substitute)
Apologies	Councillor Carr

60. 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.

No Member present had any interests to declare.

61. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to Agenda Items 7 and 8 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).

62. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 5 February 2018 be approved and then signed by the Chair as a correct record.

63. Public Participation

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

64. Appointment of Assistant Director - Children's Specialist Services

Members considered a report that proposed to permanently recruit an Assistant Director of Children's Specialist Services in the Directorate of Children, Education and Communities.

The Corporate Director of Children's Education and Communities presented the report and confirmed that the current appointment to this post was made on an interim basis which had provided an opportunity to review the role and consider portfolio options for the Assistant Director of Education and Skills and the Assistant Director of Children's Specialist Services. Following significant service changes within the directorate over the last 12 months, Members were informed of the areas of responsibility and accountability that had been reviewed to strengthen the management arrangements for the directorate.

Members were asked to formally approve the establishment of an Appointments Sub Committee for the Chief Officer Appointment and to delegate sufficient powers to that Sub-Committee to enable them to conduct the recruitment process, select and appoint a candidate.

Resolved:

- (i) That the recruitment to the role of Assistant Director Children's Specialist Services Chief Officer grade 10 £68,744.00 to £76,374.00 be approved.
- (ii) That the advertising of this opportunity externally be approved.
- (iii) That the establishment of the Appointments Committee and the committee be authorised to conduct the interview, and select a successful candidate and make an offer of interim employment, subject to the necessary employment procedures and standing orders, be approved.

Reason: To progress the appointment and reduce risks highlighted in the report in relation to this critical role required to deliver the Council's statutory responsibilities.

65. Recruitment & Retention Challenges - Children's Social Workers

Members considered a report that asked them to extend the pilot scheme that was approved in July 2017 at a Staffing Matters and Urgency Committee for the payment of 'golden hellos' and 'golden handcuffs' to social workers in the Referral & Assessment team in Children's Services.

Officers confirmed the pilot scheme had proved to be successful and that the Referral & Assessment teams vacant posts were now filled by permanent staff.

The Corporate Director of Children's Education and Communities presented the report and he explained why the pilot scheme approach could also benefit the staffing issues arising in the Safeguarding Social Work Teams 1 & 2 (Court/Child Protection teams). He highlighted the number of vacant posts in this area, the recruitment campaign associated with attracting the candidates to the vacancies and the cost of providing short term cover through agency workers, which should reduce the significant financial pressure for the service if the pilot scheme was extended.

Members noted that a report would be provided to the Staffing Matters & Urgency Committee in July 2018 highlighting the impact of the enhanced payment to the Referral & Assessment team and should the pilot scheme be extended, an interim analysis of the impact of the enhanced payment for the Safeguarding Social Work teams could be reported at the same time.

Members agreed it was important to create some level of stability amongst staff for the client group and in answer to their questions it was noted that should the pilot scheme prove to be successful again this model may be used more widely through the directorate.

Resolved: That the payment of 'golden hellos and golden handcuffs' to social workers in the Safeguarding Social Work Court/Child Protection teams in Children Services for a 12 month pilot period, be agreed.

Reason: To support the recruitment and retention of social work staff to stabilise these two Safeguarding Team.

66. Redundancy

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

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

Resolved: That the expenditure associated with the proposed dismissal of a number of employee's on the grounds of redundancy, as detailed in Annex A, B, C, D, E and F of the report, be noted.

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

67. 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 each proposal, which were contained in the business cases attached as confidential annexes to the report.

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

Cllr Aspden, Chair

[The meeting started at 5.35 pm and finished at 6.05 pm].

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Staffing Matters and Urgency Committee**14 May 2018**

Report of the Director of Corporate and Customer 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 attached as confidential 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 (People Plan).

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 to make enhancements.

Contact Details

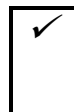
Author:

Trudy Forster
Head of HR & OD
Human Resources
Ext 4218

Chief Officer Responsible for the report:

Ian Floyd
Director of Corporate and Customer Services

Report Approved

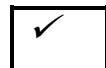


Date 2 May 2018

Specialist Implications Officer(s): None

Wards Affected:

All



For further information please contact the author of the report

Background Papers: None

Annexes :

Annex A – Confidential Business Case
Annex B – Confidential Business Case

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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