

Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Alexander (Chair), Fraser, Aspden, Steward and Watson
- Date:** Monday, 22 December 2014
- Time:** 1.00 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 the following:

Annexes to Agenda Item 5 (Redundancy) on the grounds that it contains 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 8 December 2014.

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 19 December 2014 at 5.00 pm.**

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. Redundancy (Pages 5 - 6)

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.

6. 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	8 December 2014
Present	Councillors Simpson-Laing (Vice-Chair, in the Chair), Fraser, Aspden, Steward and Watson
Apologies	Councillor Alexander

54. 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 in respect of business on the agenda. No additional interests were declared.

55. Minutes

Resolved: That the minutes of the last meeting of the Committee held on 24 November 2014 be approved and signed by the Chair as a correct record.

56. Public Participation

It was reported that there had been two registrations to speak at the meeting under the Council's Public Participation Scheme, however only one of the registered speakers attended the meeting.

Heather McKenzie, spoke on behalf of UNISON, in relation to the national pay award for Local Government Services Employees. She referred to the difficulties of local implementation of this particular award. She confirmed that, following inclusion in the national agreement work would be undertaken with other authorities to improve future implementation. She referred to the national agreement which recommended fair, equal treatment for all and requested the Committee to apply the lump sum payment to all staff on the pay structure.

57. Director of Adult Services and Assistant Director of Adult Services-Chief Officer Recruitment Process

Consideration was given to a report which provided further information in respect of the engagement of a recruitment agency to support the selection committee with recruitment for the positions of Director of Adult Services and Assistant Director for Adult Services. This report followed a request for further information and options in relation to the recruitment process, requested at the last meeting of the Committee on 24 November 2014.

Consideration was also given to Appendix A to the report, which set out the Chief Officer recruitment and selection process detailing the options and possible costs at each stage.

Officers highlighted the issues and difficulties of recruitment to Adult Services posts at this senior level and to the options available.

Members questioned details of the costs relating to advertisement, preparation of the job description, recruitment agencies previously used and the level of their involvement in each of the processes.

Following discussion it was

Resolved: That approval be given to the appointment of a specialist recruitment agency to support the selection committee, in relation to the executive search and technical assessment, including the long listing of candidates, for the recruitment process for the positions of Director and Assistant Director of Adult Services, as detailed at Annex A.

Reason: To progress appointments and reduce risks highlighted in the report in relation to these critical roles.

58. National Pay Award for Local Government Employees

Members considered a report which outlined details of the Council's application of the national pay award for Local Government Services employees. In particular it described the difficulties of this award and the decisions and consequences of implementation.

It was noted that the proposals agreed between the employers and trade unions set different pay awards and non consolidated lump sums linked to national pay scale as opposed to a single overall percentage increase to pay rates. It was also noted that 151 employees on the local pay structure on Grades 11 (Level 3 to 4) and 12 were not currently covered by the principals in the national agreement for a lump sum payment.

In answer to Members questions, Officers confirmed that a decision in relation to Chief Officer pay could be deferred, pending the outcome of the pay negotiations.

Following further discussion it was

Resolved: That the Committee agree to:

- (i) Note the contents of the report.
- (ii) Note the agreement reached with Trade Unions to change the salary of Grade 2 Level 1 to £13,868.
- (iii) Make a lump sum payment to 151 staff at Grade 11 Level 3 and Level 4 and Grade 12, at a cost of £30,350.
- (iv) Defer further consideration of the Chief Officer pay offer for consideration at Full Council.

Reason: (i) To understand the key issues and implications of applying the national pay award for 2014/16.

- (ii) To maintain the integrity of the local pay structure.
- (iii) To apply a lump sum payment to all staff on the pay structure, including those not expressly covered by the national pay award.
- (iv) To ensure the Chief Officer pay offer is considered alongside other pay matters.

Councillor T Simpson-Laing, Chair

[The meeting started at 1.00 pm and finished at 1.50 pm].

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Staffing Matters and Urgency Committee**22 December 2014**

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:

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 11th
December
2014

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)