

## **Staffing Matters and Urgency Committee**

18 March 2019

Report of the Head of Human Resources

### **Appointment of Independent Assessor**

#### **Summary**

1. Staffing Matters and Urgency Committee are asked to consider the appointment of an independent assessor in relation to a complaint received by the Council about senior staff and policy and process.

#### **Background**

2. A detailed complaint has been received by the Council which has a number of allegations about senior staff and a number of complaints about policy and process.
3. In accordance with the Constitution, Staffing Matters and Urgency Committee are delegated to consider staffing matters and hence the appropriate Committee to initially consider the complaint received.

#### **Analysis**

4. Due to the issues raised in the complaint, attached in exempt annex 1, Staffing Matters and Urgency Committee will need to receive advice relating to which elements of the complaint they should consider under their role of Staffing Matters and Urgency Committee and which should be referred elsewhere in the Council.
5. It is not considered appropriate for Officers to distinguish the aspects of the complaint which are relating to staff or other matters, therefore the engagement of an independent assessor through the Local Government Association (LGA) is advised.
6. The outcome of the independent assessor will then be considered at a future meeting of Staffing Matters and Urgency Committee.

## **Consultation**

7. This is the initial assessment and therefore consultation has not been necessary, other than to inform relevant parties of the process.

## **Options**

8. Having regard to the complaint, the Committee can determine the appointment of an independent assessor or not, to distinguish the aspects of the complaint that are relevant for Staffing Matters and Urgency Committee to consider and the other matters to be referred elsewhere.

## **Council Plan**

9. Whilst the Council Plan sets out this Council's priorities for services for the period covering 2015-2019, how we deliver those services underpins those priorities. It is important, therefore, that the Council manages delivery of its services.

## **Implications**

10. There are no implications to this Report in relation to:
  - Equalities
  - Crime and Disorder
  - Information Technology (IT)
  - Property
11. It is expected that the Council will be charged a small fee by the Local Government Association to carry out the independent assessment, at this stage this can be met from within existing budgets.
12. There are implications for HR, in that the Council must ensure that the necessary process is followed correctly.
13. Although there are no specific legal implications associated with the recommendations, there are constitutional implications in that the Staffing Matters and Urgency Committee is delegated to consider staffing matters and therefore the requirement to determine the issues under the complaint that it can legitimately consider under its remit.

## Risk Management

14. The Council must ensure that complaints received are handled correctly and the appropriate policy and procedure is applied. This stage is an initial assessment of the complaint prior to the Council identifying the correct policy and procedure to follow.

## Recommendations

15. Staffing Matters and Urgency Committee are asked to review the complaint received, and to consider the options, and if considered appropriate to approve the engagement of an independent person, through the LGA, to assess the full complaint and identify the direct staff related issues that Staffing Matters and Urgency Committee should consider, and also to recommend where the other aspects of the complaint can be considered within the Council structure.

Reason: To ensure that a proper assessment is carried out of the complaint to identify the appropriate process to follow enabling Staffing Matters and Urgency Committee to consider information relevant to the remit of their committee.

## Contact Details

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### Chief Officer Responsible for the report:

n/a

**Report  
Approved**



**Date** 05/03/19

### Wards Affected:

All



**For further information please contact the author of the report**

### Background Papers:

None

### Annexes

Annex A – Complaint (exempt information)

**Abbreviations**

CCS – Customer and Corporate Services

CEX – Chief Executive

CMT – Corporate Management Team

LGA – Local Government Association