



Notice of a public meeting of

Staffing Matters & Urgency Committee

To: Councillors Steward (Chair), Aspden (Vice-Chair) and Williams

Date: Monday, 14 September 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 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 - 4)

To approve and sign the minutes of the last meeting of the Staffing Matters & Urgency Committee held on 1 September 2015.

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 **5.00pm on Friday 11 September 2015**. 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 Officer for the meeting, on the details at the foot of the agenda.

Filming, Recording or Webcasting Meetings

“Please note this meeting may be filmed and webcast or audio recorded and that includes any registered public speakers, who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>. or, if sound 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 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/file/6453/protocol_for_webcasting_filming_and_recording_of_council_meetingspdf

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 respect of one voluntary redundancy and one flexible retirement request 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 میا کی جاسکتی ہیں۔ (Urdu)

 **(01904) 551550**

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City of York Council

Committee Minutes

Meeting	Staffing Matters & Urgency Committee
Date	1 September 2015
Present	Councillors Steward (Chair) and Fenton
Apologies	Councillor Williams

26. Declarations of Interest

At this point in the meeting, Members were asked to declare any personal, prejudicial or disclosable pecuniary interests, not included on the Register of Interests that they might have had in respect of the business of the agenda. No interests were declared.

27. Minutes

Resolved: That the minutes of the last meeting of the Staffing Matters and Urgency Committee held on 20 July 2015 be approved and signed by the Chair as a correct record.

28. Public Participation

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

29. Appointments to Committees and Outside Bodies

Members were asked to agree a number of further changes in membership to Committees, Outside and Partnership Bodies.

The Committee was informed that between the publication of the agenda and the meeting, additional requests for changes had been received including;

- A request from Dennis Martin, a Dunnington Parish Councillor for a place on the Ouse and Derwent Internal Drainage Board.

- That Councillor Gillies had been appointed on to the Local Government Association (LGA)-Safer and Stronger Communities Board 2015/16. This was to take effect from 1 September for the municipal year 2015/16.
- A request to remove Councillor N Barnes from the City of York Trading Company Shareholders Committee.

Resolved: That the following nominations and changes in memberships to committees and outside bodies be agreed;

Committees

- (i) York Health and Wellbeing Board
Kevin Curley to replace Luke Barnett as the York CVS representative on the Board.
 - Martin Farran, as the new Director of Adult Social Care to replace Guy van Dichele on the Board.
 - Martin Barkley, Chief Executive of Tees, Esk and Wear Valleys Foundation Trust to fill the provider place previously occupied by Chris Butler of Leeds and York Partnership NHS Foundation Trust, with effect from 1 October 2015.
 - Ruth Hill as Martin Barkley's named substitute.

Appointments Panel-Acting Director of Public Health

- (ii) Councillor Funnell to replace Councillor Cannon.

Outside and Partnership Bodies

York Hospital Governorship

- (iii) Councillor Galvin to replace Councillor Doughty.

North Yorkshire Pension Fund-Local Pension Board

- (iv) Remove Councillor Waller as a substitute for Councillor Cuthbertson.

British Sugar Community Forum

- (v) Acomb Ward- Councillors S Barnes (Labour) and K Myers (Conservative)
Rural West York- Councillor Gillies (Conservative)
Holgate Ward- Councillor Derbyshire (Labour)

European Structural and Investment Funds Programme Management Committee

- (vi) Remove former Councillor Simpson-Laing and replace with Councillor Gillies.

York Citizens' Theatre Trust

- (vii) Replace Councillor Flinders with Councillor Looker.

York Outer Ring Road Lead Members Board

- (viii) Councillor Dew (Conservative)
Councillor Orrell (Liberal Democrat)
Councillor Williams (Labour)
Councillor D'Agorne (Green)

Ouse and Derwent Internal Drainage Board

- (ix) Parish Councillor Dennis Martin to the Internal Drainage Board.

Local Government Association (LGA) –Safer and Stronger Communities Board 2015/16

- (x) Councillor Gillies to the Board.

City of York Trading Shareholders Committee

- (xi) Councillor Boyce to replace Councillor N Barnes.

Reason: In order to make appropriate appointments to the Council's Committees, Outside and Partnership Bodies.

Councillor C Steward, Chair

[The meeting started at 5.32 pm and finished at 5.33 pm].



Staffing Matters and Urgency Committee**14th September 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 him.

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 to make enhancements.

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 4th September
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)