



Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Carr (Chair), Aspden (Vice-Chair) and Looker
- Date:** Monday, 20 June 2016
- 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 the following:

Annexes to Agenda Item 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 - 2)

To approve and sign the minutes of the last meeting of the Staffing Matters & Urgency Committee held on 17 May 2016.

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 17 June 2016**. 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. Appointments to Outside Bodies - Nomination and Substitute Nomination (Pages 3 - 6)

At the Annual Council meeting on 26 May 2016, appointments were made to Outside Bodies for the 2016/17 municipal year however in view of the timing of a meeting of the North Yorkshire Fire and Rescue Authority a further substitute nomination is required. A further request for a Member appointment has also been received from the Chair of Governors of York College for the nomination of the portfolio holder for Education, Children and Young People to join their Governing Body.

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 and asks Members to note the associated expenditure.

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	17 May 2016
Present	Councillors Aspden (Vice-Chair), Looker and Rawlings (Substitute for Councillor Steward)
Apologies	Councillor Steward

92. 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 the business on the agenda. No interests were declared.

93. Public Participation

It was reported that there had been no registered speakers under the Council's Public Participation Scheme.

94. Replacement to Appointments Panel for Chief Executive

Members considered a report which asked them to urgently replace the current Council Leader on the Appointments Panel for the Chief Executive due to personal circumstances. The reason for the urgency being due to the impending interview date for a permanent Chief Executive of the Council.

Resolved: That Councillor Carr replace Councillor Steward on the Appointments Panel for the Chief Executive.

Reason: In order to ensure that the Appointments Panel is established properly under the Council's constitutional and recruitment arrangements.

Councillor K Aspden, Vice Chair

[The meeting started at 4.37 pm and finished at 4.39 pm].

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Staffing Matters and Urgency Committee**20 June 2016**

Report of the Assistant Director, Governance and ICT

Appointments to Outside Bodies – Nomination and Substitute Nomination**Summary**

1. At the Annual Council meeting on 26 May 2016, appointments were made to Outside Bodies for the 2016/17 municipal year.
2. However, a Labour substitute, Councillor Barbara Boyce, was not included as a Council appointment to the North Yorkshire Fire and Rescue Authority within the papers.
3. The Council appointed Labour Member, Councillor Danny Myers, who is unable to attend the first meeting of the Authority on the 22 June 2016. Therefore this substitute appointment has been brought before Members to enable Councillor Boyce to attend this meeting in place of Councillor Myers.
4. Since publication of the agenda, a further request for a Member appointment has been received from the Chair of Governors of York College for the nomination of the portfolio holder for Education, Children and Young People to join their Governing Body.
5. The request for a Council representative on the Governing Body has been made in order to continue the College's relationship with the local community and, in particular, the local authorities with responsibility for education and young people. The York College appointment will take effect from September 2016.

Background

6. The Council makes appointments at its Annual Meeting, to Outside Bodies for the coming year. As the Staffing Matters & Urgency Committee has authority to deal with any changes or appointments to those Committees and bodies within year, the following are put forward for consideration;
 - That Councillor Boyce be appointed as a Labour substitute for Councillor D Myers on the North Yorkshire Fire and Rescue Authority.

- To nominate Cllr Rawlings, in his capacity as Executive Member for Education, Children and Young People to the Governing Body of York College.

Consultation

7. Normal processes to consult the relevant political Group have been applied to ensure the Group nominate the Member of their choice. No other consultation is specifically required in this instance.

Options

8. There are no alternative options available as this is simply for the Group concerned to nominate an appropriate substitute candidate and for the nomination of the Executive portfolio holder for Education, Children & Young People to represent the authority on the College Governing Body.

Council Plan

9. Maintaining an appropriate decision making and scrutiny structure and appointees to that, together with appropriate nominees to outside bodies, contribute to the Council delivering its core priorities set out in the current Council Plan, effectively.

Implications

10. There are no known implications in relation to the following in terms of dealing with the specific matter before Members:
 - Financial
 - Human Resources (HR)
 - Equalities
 - Crime and Disorder
 - Property
 - Other

Legal Implications

11. The Council is statutorily obliged to make appointments to committees, advisory committees, sub Committees and certain other prescribed bodies in accordance with the political balance rules. These rules may only be waived where no Member votes against the proposal. In the first instance, the Committee is, however, simply asked to nominate a substitute Member to be available to attend meetings in place of the fully appointed Member, when necessary. The second request is for an

Executive Member, in this case the portfolio holder for Education, Children & Young People to represent the authority on the College Governing Body.

Risk Management

- 12. In compliance with the Council's risk management strategy, there are no known risks associated with the recommendation in this report.

Recommendations

- 13. Staffing Matters and Urgency Committee is asked to:
 - (i) approve the proposed nomination of a substitute appointee to the North Yorkshire Fire and Rescue Authority;
 - (ii) approve the proposed nomination of the Executive Member for Education, Children and Young People on to the Governing Body of York College.

Reason: In order to make appropriate appointments to the Council's Outside Bodies for the current municipal year.

Author:

Dawn Steel
Head of Civic and Democratic Services
Telephone: 01904 551030

Chief Officer Responsible for the report:

Andy Docherty
Assistant Director, Governance and ICT

Report Approved



Date 16 June 2016

Specialist Implications Officers

Not applicable

Wards Affected: All

All



For further information please contact the author of the report

Background Papers

None

Annexes

None

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Staffing Matters and Urgency Committee**20 June 2016**

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 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 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 HR & OD
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

**Report
Approved**

Date 10th June
2016

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)