
Meeting	Staffing Matters & Urgency Committee
Date	4 November 2019
Present	Councillors Craghill (Substitute for Cllr D'Agorne), Hook, Melly (Substitute for Cllr Myers) and Widdowson (Chair) (Substitute for Cllr Aspden)
Apologies	Councillors Aspden, D'Agorne and D Myers

33. Appointment of Chair

The Head of Civic & Democratic Services invited Members to nominate a Chair for this meeting.

Resolved: That Councillor Widdowson be appointed as Chair.

34. 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. None were declared.

35. Exclusion of Press and Public

Resolved:

- (i) That the press and public be excluded from the meeting during the consideration of annexes A, B and C to Agenda Item 6 (Pension or Exit Discretion) on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information was 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).
- (ii) That the press and public be excluded from the meeting during the consideration of the

report and annexes A, B C and D to Agenda Item 7 (Complaints Investigation) on the grounds that they contained information relating to individuals and information which was likely to reveal the identity of individuals. This information was classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

36. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on Monday 7 October 2019 be approved and then signed by the Chair as a correct record.

It was noted that a work plan for this Committee was in process and would be made available at the next meeting.

37. Public Participation

It was reported that there had been one registration to speak at the meeting under the Council's Public Participation Scheme.

Gwen Swinburn, a local resident, raised concerns relating to a number of complaints she had made against chief and statutory officers. She referred to:

- The delay and process in handling her complaints.
- The lack of responses from officers.
- The lack of a public covering report to Agenda Item 7 (Complaints Investigation), due to be considered at this meeting.
- The delay in introducing a work plan for this Committee, giving some suggested items of business.

The Chair thanked Ms Swinburn for her comments.

The Chair stated that Committee Members had received a copy of a written representation submitted by Michael Hammill, as he had been unable to attend and speak at the meeting. The written representation addressed a complaint Mr Hammill had

made against a chief officer. It referred to the circumstances which had led to his complaint and questioned the process and length of time taken to deal with it.

38. 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 the proposal, which was contained in the business cases attached as confidential annexes to the report.

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

39. Complaints Investigation

Members considered an exempt report and annexes, under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006), relating to complaints received against individual senior officers.

The Head of HR was in attendance to present the report and advise Members.

Representations were also made at the meeting on behalf of relevant officers, or received in writing.

Members considered the background and detail surrounding each individual complaint, in accordance with Council policy and the options available to them.

Following detailed consideration on each individual complaint it was:

Resolved:

- (i) That further information be requested in relation to the complaint at Annex A, to be considered at a future Staffing Matters and Urgency Committee and that the relevant parties (Officers affected and complainants) be informed accordingly.
- (ii) That no further action be taken in relation to the complaints set out in Annex B, C and D of the report, in accordance with Council policy and that the relevant parties (Officers affected and complainants) be informed accordingly.
- (iii) That further training and support be given to the relevant parties, appropriate to the complaints set out in Annex B, C and D of the report.

Reason: To enable complaints to be considered and next steps determined.

Cllr Widdowson, Chair

[The meeting started at 5.30 pm and finished at 7.08 pm].