
Meeting	Staffing Matters & Urgency Committee
Date	11 December 2017
Present	Councillors Carr (Chair), Looker and Waller (Substitute)
Apologies	Councillor Aspden

44. 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.

No Member present had any interests to declare.

45. Exclusion of Press and Public

Prior to the Committee agreeing to pass the following resolution, Councillor Waller wished it to be recorded that he was aware of concerns being expressed generally about a perceived level of secrecy within the Council, specifically in relation to business being discussed in private session. However, under the circumstances outlined relating to the specific matters identified in the report covering Minute No 48 below, the statutory requirement to exclude press and public from any discussion was agreed.

Resolved: That the press and public be excluded from the meeting during the consideration of the report and annexes to Minute No 48 below on the grounds that they contained information relating to specific individuals, this information being 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).

46. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 13 November 2017 be approved and then signed by the Chair as a correct record.

47. Public Participation

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

48. Staffing Issues

Members received a report and supporting annexes relating to complaints received against senior officers. Details of those complaints were annexed to the report, together with a report from a Solicitor, commissioned by the Local Government Association (LGA) on behalf of the Council, independently reviewing the complaints and the actions arising at a meeting of the Audit & Governance Committee, which had led to those complaints being made. Also annexed to the report were responses from the officers concerned and extracts from appropriate Council policies.

Members were advised that, under normal circumstances, such complaints would be dealt with by relevant line managers. That not being possible in the circumstances outlined to Members, the Committee were, in effect, responsible for determining the next steps in relation to the cases outlined. The options available to the Committee were set out in the report for consideration.

Members discussed those options and the issues in some detail, including prevailing organisational and cultural matters which they felt had a bearing and negative influence. It was then

Resolved: That

- (i) no further action be taken and the relevant parties (Officers affected and complainants) be informed accordingly;

- (ii) wider cross party discussions be organised with Group Leaders, initially to develop agreed joint approach to improving organisational culture;
- (iii) an appropriate report be produced for circulation to Audit & Governance Committee Members in the first instance identifying the issues raised in the independent report from the investigator appointed by the LGA.

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

Councillor D Carr, Chair

[The meeting started at 3.00 pm and finished at 4.10 pm].