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MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	10 JUNE 2013
PRESENT	COUNCILLORS BOYCE, FRASER, GILLIES, SIMPSON-LAING (SUB FOR CLLR ALEXANDER) AND REID (SUB FOR CLLR ASPDEN)
APOLOGIES	COUNCILLORS ALEXANDER & ASPDEN

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## **PART B - MATTERS REFERRED TO COUNCIL**

### **12. REDUNDANCY**

Members considered a report which asked them to agree to the dismissal of a Chief Officer on the grounds of compulsory redundancy and the approval for the Council to make payments in respect of both statutory and contractual obligations in respect to the dismissal.

Details of the employee were contained as an exempt annex to the report, this annex was circulated at the meeting.

The report informed Members that there was also a requirement for the financial package, if approved, to be considered at a Full Council meeting in line with the Council's Pay Policy 2013/14. It suggested that Members recommend to Full Council that the wording in the Council's Pay Policy be changed to allow all future Chief Officer severance packages over £100k in value to be considered and agreed at Staffing Matters and Urgency Committee. Given the frequency of Council meetings, if the recommendation was approved, this would then shorten the decision making process and associated costs attached with this.

Discussion between Members took place on issues associated around access to information on redundancy cases due to be presented at Staffing Matters and Urgency Committee meetings before the meeting, particularly in regards to allowing careful consideration of the details of the cases. Discussion also took place on the individual compulsory redundancy case itself.

Some Members suggested that the decision on whether to agree to compulsory dismissal be deferred until the next meeting, in order to give Members more time to examine the information circulated to them about the particular case. However, following an Officer presentation of the report and full debate all Members felt that they could make a proper decision without having to defer the issue until the next meeting.

RECOMMENDED: (i) That the proposed dismissal on the grounds of redundancy, and the associated expenditure detailed in the annex be agreed and details of the financial impact be referred to Full Council for its information and consideration.

REASON: In order to implement the City & Environmental Services restructure and make the required budgetary savings at Assistant Director level.

**Note: The financial/severance details are annexed to this recommendation for Members information and consideration and are classified as exempt information in accordance with Paragraph 2 of Schedule 12 A of the Local Government Act 1972.**

(ii) Recommend to Full Council that the wording of the Council's Pay Policy is amended to allow all future Chief Officer financial packages to be considered and approved at Staffing Matters and Urgency Committee.

REASON: To reduce timescales and associated costs relating to the Chief Officer redundancy process.

Councillor T Simpson-Laing, Chair  
[The meeting started at 1.00 pm and finished at 1.55 pm].