



Notice of a public meeting of

Staffing Matters & Urgency Committee

To: Councillors Alexander (Chair), Boyce, Fraser, Gillies and Aspden

Date: Monday, 8 July 2013

Time: 1.00 pm

Venue: The Thornton Room (G039), West Offices, York

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 5 (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 3 - 6)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 24 June 2013.

4. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Committee's remit can do so. The deadline for registering is **Friday 5 July 2013 at 5.00 pm**.

5. 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.

6. 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

Contact details are set out above.

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Would you like to speak at this meeting?

If you would, you will need to:

- register by contacting the Democracy Officer (whose name and contact details can be found on the agenda for the meeting) **no later than 5.00 pm** on the last working day before the meeting;
- ensure that what you want to say speak relates to an item of business on the agenda or an issue which the committee has power to consider (speak to the Democracy Officer for advice on this);
- find out about the rules for public speaking from the Democracy Officer.

A leaflet on public participation is available on the Council's website or from Democratic Services by telephoning York (01904) 551088

Further information about what's being discussed at this meeting

All the reports which Members will be considering are available for viewing online on the Council's website. Alternatively, copies of individual reports or the full agenda are available from Democratic Services. Contact the Democracy Officer whose name and contact details are given on the agenda for the meeting. **Please note a small charge may be made for full copies of the agenda requested to cover administration costs.**

Access Arrangements

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If you have any further access requirements such as parking close-by or a sign language interpreter then please let us know. Contact the Democracy Officer whose name and contact details are given on the order of business for the meeting.

Every effort will also be made to make information available in another language, either by providing translated information or an

interpreter providing sufficient advance notice is given. Telephone York (01904) 551550 for this service.

যদি যথেষ্ট আগে থেকে জানানো হয় তাহলে অন্য কোন ভাষাতে তথ্য জানানোর জন্য সব ধরনের চেষ্টা করা হবে, এর জন্য দরকার হলে তথ্য অনুবাদ করে দেয়া হবে অথবা একজন দোভাষী সরবরাহ করা হবে। টেলিফোন নম্বর (01904) 551 550।

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Holding the Cabinet to Account

The majority of councillors are not appointed to the Cabinet (39 out of 47). Any 3 non-Cabinet councillors can 'call-in' an item of business following a Cabinet meeting or publication of a Cabinet Member decision. A specially convened Corporate and Scrutiny Management Committee (CSMC) will then make its recommendations to the next scheduled Cabinet meeting, where a final decision on the 'called-in' business will be made.

Scrutiny Committees

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

Who Gets Agenda and Reports for our Meetings?

- Councillors get copies of all agenda and reports for the committees to which they are appointed by the Council;
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<http://democracy.york.gov.uk/ieDocHome.aspx?bcr=1>

City of York Council

Committee Minutes

MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	24 JUNE 2013
PRESENT	COUNCILLORS SIMPSON-LAING (VICE-CHAIR, IN THE CHAIR) (SUB FOR CLLR ALEXANDER), BOYCE, FRASER, GILLIES, AND REID (SUB FOR CLLR ASPDEN)
APOLOGIES	COUNCILLORS ALEXANDER AND ASPDEN

13. **DECLARATIONS OF INTEREST**

At this point in the meeting, Members were invited to declare any personal, prejudicial or disclosable pecuniary interests, other than their standing interest, that they may have in the business on the agenda.

No additional interests were declared.

14. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That the press and public be excluded from the meeting during consideration of annexes to Agenda Item 5 (Redundancy) on the grounds that they contain information relating to individuals. 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).

15. **MINUTES**

RESOLVED: That the minutes of the last meeting of the Committee held on 10 June 2013 be approved and signed by the Chair as a correct record.

16. PUBLIC PARTICIPATION

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

17. REDUNDANCY

Members considered a report which advised them of the expenditure associated with the proposed dismissal of four employees, as part of a restructure, on the grounds of redundancy.

Officers reported that the four employees identified for compulsory redundancy did not wish to leave the authority however; outside of the restructure four separate members of staff in the same Directorate had now come forward to request voluntary redundancy. It was reported that the four employees originally identified for redundancy had transferable skills which could be used in the event of them being transferred ("bumped") across to these roles, which would be vacated, if Members agreed to the four voluntary redundancy requests.

Details of the additional expenditure which would be incurred in relation to the change in redundancy requests were also reported. It was noted that the Council had made a commitment to reduce the number of compulsory redundancies to the lowest possible level.

Details of the eight employees were contained as exempt annexes to the report, copies of which were circulated at the meeting.

Discussion took place relating to the cost benefit of each proposal and the potential impact upon the service and it was

RESOLVED: That the expenditure associated with the proposed new requests for redundancy by the four employees detailed in the annexes be agreed and noted.

REASON: In order to provide an overview of the expenditure.

18. CHANGES TO APPOINTMENTS TO OUTSIDE BODIES

Members considered a report which, had been added to the agenda as an urgent item, in relation to a number of changes required to the appointments made to Committees, outside and partnership bodies for the 2013/14 municipal year.

These matters had been brought to the Committee for agreement in view of the timing of forthcoming meetings and following receipt of additional information since the appointments were made at the Annual Council meeting in May.

The first change related to the York Education Partnership to which one Labour and one Liberal Democrat had been appointed at the Annual Meeting. It had however since come to light that under the terms of reference of this Group the membership should consist of the Cabinet Member and a representative of the Main Opposition Group which was now the Conservative rather than the Liberal Democrat Group.

The second and final nominations related to the appointment of a third Labour place on the North Yorkshire Fire and Rescue Authority and the two outstanding Conservative substitute places on the Health Overview and Scrutiny Committee. These nominations had been marked for confirmation following the Annual meeting.

One member expressed concern at the requested change proposed in membership of the York Education Partnership prior to receipt of the outcome of discussions with the Partnership.

Following further discussion it was

RESOLVED: That the following additions and changes to appointments be agreed for the 2013/14 municipal year:

York Education Partnership

Replace Cllr Runciman and Cllr Reid (Substitute) (Liberal Democrat) with Cllr Brooks (Conservative)

North Yorkshire Fire and Rescue Authority

Appoint Cllr Fitzpatrick as the third Labour member

Health Overview and Scrutiny Committee

Appoint Cllrs Richardson and Galvin as first and second Conservative substitute representatives. ^{1.}

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

Action Required

1. Update memberships and inform Bodies of nominations.

JP

Councillor Simpson-Laing, Chair

[The meeting started at 1.00 pm and finished at 1.20 pm].



Staffing Matters and Urgency Committee**8 July 2013**

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 her.

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 More 4 York programme.

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:
 - 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:

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Head of HR Directorate
Support
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

**Report
Approved**

Date 28 June
2013

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)