

Notice of a public meeting of

Staffing Matters & Urgency Committee

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

Date: Monday, 14 April 2014

Time: 1.00 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:

An annex to Agenda Item 5 (Redundancy) on the grounds that it contains information relating to an individual. 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 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 31 March 2014.

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 11 April 2014 at 5.00 pm.**

5. Redundancy (Pages 5 - 6)

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of an employee 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 Democratic Services 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**

City of York Council

Committee Minutes

Meeting	Staffing Matters & Urgency Committee
Date	31 March 2014
Present	Councillors Alexander (Chair), Boyce, Fraser, Steward and Reid (Substitute for Councillor Aspden)
Apologies	Councillor Aspden

78. 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.

None were declared.

79. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of an Annex to Agenda Item 6 (Minute Item 83 refers) on the grounds that it contains information relating to individuals and the financial affairs of particular persons. This information is classified 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.

80. Minutes

Resolved: That the minutes of the last meeting held on 3 March 2014 be approved and signed by the Chair as a correct record.

81. Public Participation

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

82. Additional Appointments to Outside Bodies

Members received a report which asked them to agree to a membership change to an Outside Body and to appointments and nominations for membership of the new West Yorkshire Combined Authority (WYCA).

The Chair informed Members that since the report had been written he had received additional information from the West Yorkshire Combined Authority. It was reported that an additional Transport Committee had been established and that York could attend this.

The Chair proposed that Councillor Merrett attend the Transport Committee as an observer, Councillor Fraser seconded this proposal.

On being put to the vote the motion was carried.

He added that a note sent to Group Leaders needed to be updated on the additional information he had received from the Combined Authority.

Discussion took place on the governance structure of the Combined Authority and representation on its committees. The Chair stated that he believed that there was Liberal Democrat representation on the Combined Authority.

Following discussion of the report and the updated list of appointments. The appointments agreed were;

- Resolved: (i) Yorkshire Purchasing Organisation (YPO)-
Councillor Horton to replace Councillor Williams
as one of the CYC representatives.
- (ii) West Yorkshire Combined Authority- Councillor
Alexander
- (iii) West Yorkshire Combined Authority- Investment
Committee- Councillor Alexander (and in the role
of Vice Chair, subject to appointment by the
Combined Authority).
- (iv) West Yorkshire Combined Authority-Governance
and Audit Committee- Councillor McIlveen

(v) West Yorkshire Combined Authority- Overview and Scrutiny Committee- Councillors Boyce, Gunnell and Watt

(vi) West Yorkshire Combined Authority- Transport Committee- Councillor Merrett to attend as an observer.

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

83. Exit Discretion Report

Members received a verbal report which advised them of a discretionary request from an ex employee of the Council to access her pension early. It was noted that a report on redundancy that had appeared on the printed agenda had been published in error. Officers apologised for this error.

Details of the request from the ex employee were contained in an exempt annex which was circulated amongst the Committee. Officers explained that legislation permitted employees access to their pensions early if they fulfilled certain criteria. The employee's request was on the grounds of financial hardship.

Officers explained that if the request was granted then the Council would be liable to pay for the employee's full pension costs which would cost £11,482.

Members expressed sympathy with the circumstances outlined, but were unclear if the employee had explored all support options available fully in light of personal financial circumstances and the need for ongoing care of a relative. Further questions related to whether a social care assessment had taken place to provide financial assistance for the relative and if the local Council where the employee now lived (as she lived outside of York) had known about the particular case.

Resolved: That the request be refused.

Reason: As the cost of granting the discretion would be not be financially viable.

Councillor J Alexander, Chair

[The meeting started at 1.00 pm and finished at 1.30 pm].

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Staffing Matters and Urgency Committee**14 April 2014**

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 an employee on the grounds of redundancy.

Background

2. The background and detailed case surrounding the proposal is contained in the individual business case to be circulated at the meeting as an annex to this report.

Consultation

3. The proposed redundancy has 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 the proposal can be found in the 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 the proposal can be found in the business case.

Risk Management

- 8. The specific risks associated with the proposal and how they can be mitigated are contained in the 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:

Note the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy detailed in the annex.

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

Contact Details

Author:

Mark Bennett
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 4 April 2014

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 Case (to be circulated at the meeting)