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| Meeting | Staffing Matters & Urgency Committee |
| Date | 27 May 2014 |
| Present | Councillors Alexander (Chair), Aspden, Fraser, Steward and Simpson-Laing (Substitute for Councillor Boyce) |
| Apologies | Councillor Boyce |
| In Attendance | Councillor Watson |

1. 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.

No interests were declared.

2. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of Agenda Item 5 (Pension or Exit Discretions) and Agenda Item 6 (Redundancy) on the grounds they contained information that related 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).

3. Minutes

Resolved: That the minutes of the last meeting held on 12 May 2014 be approved and signed by the Chair as a correct record.

4. Public Participation

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

5. Pension or Exit Discretions

Members received a report which advised them of the expenditure associated with two cases for pension or exit discretions in accordance with council policy. The business cases were circulated to Members at the meeting as exempt annexes to the report.

Both business cases outlined that the employees wanted to work part time. In one case the employee would reduce their working hours to three days a week from 1 June 2014 and to two days a week from 1 June 2015.

Discussion took place on whether business cases should be circulated to Members in advance of the meeting. Some Members highlighted that consideration of cases involving pension or exit discretions at the meeting were rare and that most others of those presented to the Committee were statutory redundancies and only needed to be noted.

Resolved: That each proposal as detailed in the annexes be agreed.

Reason: In order to provide an overview of expenditure and to consider whether the Council should exercise its discretionary powers to make enhancements.

6. Redundancy

Members received a report which advised them with the expenditure associated with the dismissal of a number of employees on the grounds of redundancy from the period February 2014-April 2014. A confidential annex was circulated to Members which included details of all redundancies.

Some Members commented that there had been an increase in the number of compulsory redundancies during the past few months and requested that in future further analysis should be provided by Officers to Members on how these numbers compared with the previous quarter and the last year. It was also suggested that clarification be given as to which were the redundancies which had been "bumped".

Resolved: That the expenditure associated with the proposed dismissal of the employees on the grounds of

redundancy as detailed in the annex be noted and the additional analysis relating to comparative data and bumped redundancies is provided in future quarterly reports.

Reason: In order to provide an overview of the expenditure and to maintain transparency and scrutiny of the process.

7. Urgent Business

7a) Appointments to Committees and Outside Bodies

Members received a report which asked them to agree to a number of changes to appointments and nominations to Committees and Outside Bodies.

Members agreed to the suggested appointments and nominations set out in the Officer's report, but also reconfirmed all appointments that had been made at Full Council.

Resolved: (i) That the appointments and nominations to Health Overview and Scrutiny Committee together with minor changes set out in Paragraphs 4 to 8 in the Officer's report be agreed.

(ii) That all other appointments and nominations approved by Full Council at the Annual Meeting be reconfirmed.

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

Councillor J Alexander, Chair

[The meeting started at 1.00 pm and finished at 1.15 pm].