

Notice of a public meeting of

Staffing Matters & Urgency Committee

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

Date: Monday, 7 July 2014

Time: 1.00 pm

Venue: The King John Room (GO59) - West Offices

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 1 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 23 June 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 4 July 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 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 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	23 June 2014
Present	Councillors Alexander (Chair), Boyce, Fraser, Reid (Substitute for Councillor Aspden) and Steward
Apologies	Councillor Aspden

Part A- Matters Dealt with under Delegated Powers

8. 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.

9. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of Agenda Item 6 (Redundancy) on the grounds that it 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).

10. Minutes

Resolved: That the minutes of the last meeting held on 27 May 2014 be approved and signed by the Chair as a correct record.

11. Public Participation

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

12. Appointments to Committees and Outside Bodies

[See under Part B minute]

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

Members agreed to the appointments and nominations as outlined in the report.

Resolved: That the following appointments and nominations be made for the remainder of the 2014/15 municipal year;

- (i) That Councillor Aspden be appointed as the Council's Liberal Democrat representative on the West Yorkshire Combined Authority Overview and Scrutiny Committee.
- (ii) That Councillors Merrett and Watt as lead members and Councillors Simpson-Laing and Steward as substitutes be appointed on the Joint Member Working Group on the Joint Waste Mineral and Waste Plan.
- (iii) That Parish Councillor Mark Waudby be appointed as one of the City of York Council representatives on the Kyle and Upper Ouse Internal Drainage Board following the resignation of Parish Councillor Celia Rutt.
- (iv) That Parish Councillor Kate Pace as one of the City of York Council representatives on the Foss 2008 Drainage Board be appointed in place of Parish Councillor Derek Jones.
- (v) That Councillor Horton be nominated as the Council's appointment as Director of the Yorkshire Purchasing Association Holding Company.
- (vi) That Matt Neligan, Director of Operations & Delivery, be appointed as the NHS England member of the Health and Wellbeing Board to cover the secondment of Chris Long, Local Area Team Director.

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

13. Redundancy

Members received a report which advised them of the expenditure associated with the proposed dismissal of employees on the grounds of compulsory redundancy.

Resolved: That the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in the annexes be noted.

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

Part B- Matters Referred to Full Council

14. Appointments to Committees and Outside Bodies

[See under Part A minute]

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

Members agreed to the following appointment as outlined in the report.

Recommend: That Council agree to the appointment of Councillor Funnell as York's representative on the Joint Health Overview and Scrutiny Committee for Yorkshire and the Humber.

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 1.10 pm].

This page is intentionally left blank



Staffing Matters and Urgency Committee**7 July 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 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 Workforce Strategy.

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 is contained in each business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendation

- 9. Staffing Matters and Urgency Committee is asked to:

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:

Mark Bennett
Head of Business HR
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

Report **Date** 27th June
Approved 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 Cases (Confidential and to be circulated at the meeting)