



Notice of a public meeting of

Staffing Matters & Urgency Committee

- To:** Councillors Carr (Chair), Aspden (Vice-Chair) and Looker
- Date:** Monday, 15 August 2016
- Time:** 5.30 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:

Annexes to Agenda Item 5 (Pension or Exit Discretion) 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 18 July 2016.

4. Public Participation

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **Friday 12 August 2016 at 5.00pm**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officer for the meeting, on the details at the foot of the agenda.

Filming, Recording or Webcasting Meetings

Please note this meeting may be filmed and webcast or audio recorded and that includes any registered public speakers, who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>. or, if sound recorded, this will be uploaded onto the Council website following the meeting.

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the Democracy Officer (whose contact details are at the foot of this agenda) in advance of the meeting.

The Council's protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at http://www.york.gov.uk/downloads/file/6453/protocol_for_webcasting_filming_and_recording_of_council_meetingspdf

5. Pension or Exit Discretion (Pages 5 - 6)

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

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

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City of York Council

Committee Minutes

Meeting	Staffing Matters & Urgency Committee
Date	18 July 2016
Present	Councillors Carr (Chair) Aspden (Vice-Chair), and Looker

7. Declarations of Interest

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

8. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to agenda item 6 (Senior Management Arrangements within City of York Council Redundancy/Flexible Retirement) (Minute item 12 refers) on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under Paragraph 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006).

9. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency meeting held on 20 June 2016 be approved as a correct record and then signed by the Chair.

10. Public Participation

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

11. Appointments to Committees and Outside Bodies

Members were asked to agree to two Member appointments.

The Committee was informed that a request had been received for a change in the membership of the Local Plan Working Group. This had been from Councillor Steward, who wished to remain on the Committee but not as Vice Chair.

In addition, a change to an appointment to an outside body had been requested. This was to the York, North Yorkshire and East Riding Local Enterprise Partnership Infrastructure Programme Board and this was due to Councillor Carr's appointment as Conservative Group Leader and Leader of the Council.

Resolved:

That;

- (i) Councillor Carr be appointed as Vice Chair of Local Plan Working Group and Councillor Steward remain on the committee.
- (ii) Councillor Gillies replace Councillor Carr on the York, North Yorkshire and East Riding Local Enterprise Partnership Infrastructure Programme Board.

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

12. Senior Management Arrangements within City of York Council Redundancy / Flexible Retirement

Members received a report which advised them of the expenditure associated with the proposed dismissal of a Chief Officer on the grounds of voluntary redundancy and expenditure associated with an employee's request for flexible retirement, which can be considered by this committee as a pension discretion.

An updated report was distributed at the meeting with further details of the financial implications of the proposals which had not been included in the original report originally published.

Two confidential annexes containing details of the proposed dismissal of the Chief Officer on the grounds of voluntary redundancy and the request for flexible retirement were circulated to Members.

Resolved: (i) That the expenditure detailed in confidential annex A associated with the proposed dismissal on the grounds of redundancy be approved.

(ii) That the request for flexible retirement and the associated expenditure detailed in confidential annex B be approved.

Reason: In order to implement the review of senior management structure and make the required budgetary savings.

Councillor D Carr, Chair

[The meeting started at 5.40 pm and finished at 5.55 pm].

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Staffing Matters and Urgency Committee**15 August 2016**

Report of the Director of Customer and Business Support Services

Pension or Exit Discretion**Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

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 pension or exit discretions 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 are contained in each business case. In summary, the risks associated with the recommended options are financial, legal, operational and reputational.

Recommendations

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

Consider each proposal as detailed in the annexes.

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

Contact Details

Author:

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Head of Human Resources
& Organisational
Development
Human Resources
Ext 4518

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business
Support Services

**Report
Approved**

Date 5 August
2016

Specialist Implications Officer(s):

Wards Affected:

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)