

Meeting	Staffing Matters & Urgency Committee
Date	8 July 2013
Present	Councillors Alexander (Chair), Boyce, Fraser, Gillies and Reid (Substitute for Councillor Aspden)
Apologies	Councillor Aspden

19. **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 interests, that they may have had in the business on the agenda.

None were declared.

20. **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) (Minute Item 20 refers) on the grounds that it contains 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)).

21. **Minutes**

Resolved: That the minutes of the last meeting of the Committee held on 24 June 2013 be approved and signed by the Chair as a correct record.

22. **Public Participation**

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

23. **Redundancy**

Members considered a report which advised them of the expenditure associated with the proposed dismissal of two employees on the grounds of voluntary redundancy.

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

Officers explained the compulsory redundancy could be avoided if the request for voluntary redundancy was granted. The vacated post would then be filled with the employee under threat of compulsory redundancy (this was described as "bumping" the redundancy).

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

Concerns were expressed about the cumulative effect that the new process could have on future redundancies. Officers agreed to monitor this, and to include information about the numbers redundancies that had been processed in this way, in their three month summary of redundancies report for the Committee.

- Resolved:
- (i) That the expenditure associated with the request for voluntary redundancy be noted.
 - (ii) That the expenditure associated with the transfer of employee affected by compulsory redundancy of the compulsory to the post vacated by the voluntary redundancy be noted.
 - (iii) That the inclusion of those redundancies that had been “bumped” be provided to Members in the three month summary of redundancy reports presented to the Committee.

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

Councillor J Alexander, Chair

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