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MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	16 APRIL 2012
PRESENT	COUNCILLORS SIMPSON-LAING (SUBSTITUTE FOR COUNCILLOR ALEXANDER), GUNNELL, RUNCIMAN, GILLIES AND CRISP(SUBSTITUTE FOR COUNCILLOR FRASER)
APOLOGIES	COUNCILLORS ALEXANDER AND FRASER

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#### **126. DECLARATIONS OF INTEREST**

Members were asked to declare at this point in the meeting any personal or prejudicial interests that they might have had in the business on the agenda.

Councillors Crisp, Gunnell and Simpson Laing declared personal non prejudicial interests in Agenda Item 6 (Redundancy) as retired and current members of UNISON.

Councillor Fraser also declared a personal non prejudicial interest in Agenda Item 6 (Redundancy) as a retired member of UNISON and Unite (TGWU/ACTS sections).

No other interests were declared.

#### **127. 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 (Redundancy) on the grounds that they contain information relating to individuals and the financial affairs of particular persons.

**128. MINUTES**

RESOLVED: That the minutes of the Staffing Matters and Urgency Committee held on 2 April 2012 be approved and signed by the Chair as a correct record.

**129. PUBLIC PARTICIPATION**

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

**130. APPOINTMENTS SUB-COMMITTEE FOR DIRECTOR OF CITY AND ENVIRONMENTAL SERVICES**

Members received a report which sought formal approval to establish an Appointments Sub-Committee for the post of Director of City & Environmental Services, and to delegate sufficient powers to the Sub-Committee to enable it to conduct the recruitment process, select and appoint a candidate, subject to the requirements of the standing orders on appointment.

Questions from Members to Officers related to pay progression in the new post and if the Sub-Committee could recommend a change from increments to performance related pay. Officers responded that Members could not change the policy through the Committee, as it could only be changed through formal consultation with all concerned parties.

In relation to the composition of the Sub-Committee, it was suggested that a Conservative Member should join two Labour Members, as the Conservative group were the official opposition group on the Council. It was also suggested that the Leader and the Cabinet Member for City Strategy should be the two Labour nominations.

Other Members felt that as the post was significant that the composition of the Sub-Committee should be on a 3:1:1 basis. (three Labour, one Conservative and one Liberal Democrat).

Discussion took place in relation to the appointment of the Director of Public Health. Some Members felt that as the Council would fund the post after its first year of establishment, that the authority should have a greater say in the recruitment process.

- RESOLVED:
- (i) That the report be noted.
  - (ii) That the intention to recruit to the Director of Public Health and Wellbeing (DPHW) and Director of City & Environmental Services concurrently be noted.
  - (iii) That the Council representatives on recruitment panel for the DPHW role be the Cabinet Member for Health Housing and Adult Social Services and the Chief Executive.
  - (iv) That an Appointments Sub-Committee consisting of the Chair, the Cabinet Member for City Strategy and a Conservative Member be established.
  - (v) That the Appointments Sub-Committee be authorised to conduct the final interviews for the Director of City & Environmental services and select a successful candidate with a view to making an offer of employment subject to the necessary employment procedures.
  - (vi) That the proposed pay package of the Director of City & Environmental Services as set out in paragraph 8 of the report be agreed.

REASON: To progress appointment to the posts of Director of Public Health & Wellbeing and Director of City & Environmental Services.

**131. REDUNDANCY**

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

Details of the six individual employees were contained in business cases circulated at the meeting. Four of the redundancies were voluntary and two redundancies were compulsory and no discretionary enhancements were proposed.

**RESOLVED:** That the expenditure associated with the proposed dismissal of six employees on the grounds of redundancy be noted as detailed in Annexes be noted.

**REASON:** So that Members have an overview of the expenditure.

Councillor T Simpson-Laing, Chair  
[The meeting started at 1.00 pm and finished at 1.15 pm].