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| MEETING | STAFFING MATTERS & URGENCY COMMITTEE |
| DATE | 28 MAY 2012 |
| PRESENT | COUNCILLORS SIMPSON-LAING (SUBSTITUTE FOR COUNCILLOR ALEXANDER), GUNNELL, FRASER, RUNCIMAN AND GILLIES |

1. **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.

Councillor Fraser declared a personal non prejudicial interest in the general remit of the Committee as a retired member of UNISON and Unite (TGWU/ACTS sections).

Councillor Gunnell also declared a personal non prejudicial interest in the general remit of the Committee as a member of UNISON.

Councillor Simpson-Laing declared a personal non prejudicial interest in the general remit of the Committee as a member of UNISON.

No other interests were declared.

2. **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.

3. MINUTES

RESOLVED: That the minutes of the Staffing Matters and Urgency Committee held on 14 May 2012 be approved and signed by the Chair as a correct record.

4. PUBLIC PARTICIPATION

It was reported that there had been one registration to speak under the Council's Public Participation Scheme.

Ben Drake, spoke on behalf of UNISON on an annex from Agenda Item 6 (Redundancy). He thanked Officers on their approach to considering the employee's request, and agreed with their recommendation.

5. APPOINTMENTS SUB COMMITTEE FOR ASSISTANT DIRECTOR (ASSESSMENT AND SAFEGUARDING)

Members received a report which sought formal approval to establish an Appointments Sub-Committee for the post of Assistant Director (Adult Assessment and Safeguarding) and to delegate sufficient powers to that 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.

Officers informed Members that the current post was being covered on an interim basis due to an organisation review. It was noted that the Appointments Sub-Committee would work out the timescales for the appointment process. Following a question from a Member, it was stated that if an external appointments process was followed, that this could be more expensive.

RESOLVED: (i) That the report be noted.

- (ii) That an Appointments Sub-Committee consisting of three members, two from Labour, and one Conservative or Liberal Democrat, be authorised to conduct the final interviews for the Assistant Director (Adult Assessment and Safeguarding).
- (iii) That the Appointments Committee conduct the final interviews, select a successful candidate and make an offer of employment subject to the necessary employment procedures.

REASON: To allow appointment to the post of Assistant Director of Adult Assessment and Safeguarding to be made.

6. REDUNDANCY

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

Details of the six employees were contained as exempt annexes (A-F) to the report. The annexes were circulated at the meeting.

Annex A concerned a discretionary request for early retirement, and early access to pension, on compassionate grounds. Members agreed with the Officer's recommendation to grant the request. They also felt that these were exceptional compassionate circumstances which had been well documented in the business case. it was an exceptional case and did not believe that it would set a precedent, due to the specific circumstances involved.

The other five redundancies were voluntary and no discretionary enhancements were proposed.

RESOLVED: (i) That a request for early retirement and early access to pension be granted.

- (ii) That the expenditure associated with the proposed dismissal of five employees on the grounds of redundancy as detailed in the 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].