

EMPLOYMENT COMMITTEE

Minutes of the meeting held on Tuesday 15 January 2008 at the Town Hall, Royal Leamington Spa at 4.30 pm.

PRESENT: Councillor Guest (Chairman); Councillors Mrs Bunker, Coker, Crowther, Gifford, Mrs Goode, Hammon, Mrs Knight and White.

802. DECLARATIONS OF INTEREST

Minute number 804 – Review of Building on Excellence Redeployment

Councillor Mrs Goode declared a personal interest because she was a member of Warwickshire Waste Partnership and Warwickshire County Council.

803. PUBLIC AND PRESS

RESOLVED that under Section 100(a) of the Local Government Act 1972 the public and press be excluded from the meeting for the following items, by reason of a likely disclosure of exempt information within the paragraphs of Schedule 12(a) of the Local Government Act 1972 following the Local Government (Access to Information) (Variation) Order 2006, as set out below.

Minute Nos.	Para Nos.	Reason
804, 805, 806	1	Information relating to any individual
804, 805, 806	2	Information which is likely to reveal the identity of an individual;
804, 805, 806	3	Information relating to the financial or business affairs of any particular person (including the authority holding that information)

804. REVIEW OF BUILDING ON EXCELLENCE REDEPLOYMENT

The Committee considered a report from the Acting Strategic Director for Customer Information & Advice on the outcomes of the redeployment process following the Building on Excellence report in September 2007.

Building on Excellence was approved as an organisational change strategy by the Executive at its meeting on 18 September 2007. As a result a number of posts were deleted from the Council's establishment and a number of new positions created. Under the Councils redeployment procedure those people whose posts disappeared had the opportunity to be considered for any posts which had become available since September 2007. The outcomes of the redeployment process were set out in Appendix 1 to the report.

EMPLOYMENT COMMITTEE MINUTES (Continued)

Those staff who had not been redeployed would now be subject to redundancy and it was necessary for this Committee and the Executive to agree to those redundancies in order that the staff can be given notice.

RESOLVED that

- (1) the outcomes of the redeployment process as a result of the Building on Excellence report agreed in September 2007, be noted;
- (2) the early retirement on the grounds of redundancy for the Sports Leisure and Parks Manager with effect from 30 September 2008, be approved;
- (3) the early retirement on the grounds of redundancy for the Economic Development Officer with effect from 31 March 2008, be approved;
- (4) the retention of the Assistant Chief Executive post K01/100 to assist the Chief Executive with the completion of a range of corporate projects and issues; this position to be reviewed by December 2008, be approved;
- (5) the retention of the current Community Services Manager post E07/010 until either the end of June 2008 or the end of December 2008 depending upon two variations as mentioned within the report, and not to fill the proposed Contract Services post unless the Community Services Manager leaves, be approved;
- (6) resolutions (2) and (4) above be dependant on the agreement of the Executive to the funding of the redundancies from the early retirement fund; and
- (7) an organisational structure chart be published in relation to the above as soon as possible to assist and inform members and officers of the change in posts.

805. REDUNDANCY MULTIPLIER

The Committee considered a report from the Acting Strategic Director for Customer Information & Advice on the discretionary payments which would provide information requested by this Committee at its meeting on 17 December 2007 in relation to the redundancy multiplier.

EMPLOYMENT COMMITTEE MINUTES (Continued)

A notice of motion was put before this Committee at its meeting on 17 December 2007. Following that meeting it was requested that evidence of the calculations in relation to the multiplier and advice on the legality of backdating payments come back to this Committee.

It had not been possible in the time available from the last Employment Committee to this one to address the issue of backdating discretionary payments. It was necessary to obtain appropriate advice from the District Auditor before a response could be given to the Committee. It was noted that this did not affect the Committee's ability to confirm its in principle decision of 17 December 2007.

RESOLVED that

- (1) the Council's Discretionary Compensation Payments scheme be confirmed by replacing the multiplier of 2 with a multiplier of 2.3 for redundancy payments with effect from 17 December 2007; and
- (2) legal advice relating to the backdating of the payments to April 2007 be submitted to this Committee at its meeting on 11 March 2008.

806. **MEMBERS PANELS**

With reference to the discussion at the meeting held on 17 December 2007, the Committee gave further consideration to the membership of the two sub-committees and panel of members to undertake the functions as discussed.

RESOLVED that

- (1) the membership of the Employment Sub-Committees 1 and 2, be amended with Councillor Mrs Gallagher being appointed as a member of Employment Sub-Committee 1 in place of Councillor Mobbs, and Councillor Mobbs be appointed to Employment Sub-Committee 2 to replace Councillor Mrs Gallagher;
- (2) Councillors Ms Dean, Heath and Mrs Sawdon, together with any other members of the Council, be appointed as reserve members for their respective groups, of Employment Sub-Committees 1 and 2, and the Employment (Appeals) Panel, if required; and
- (3) the Assistant Chief Executive (Members' Services) in consultation with the Chairman of the Employment Committee, be authorised to implement any substitutes arrangements required.

EMPLOYMENT COMMITTEE MINUTES (Continued)

(Although this item did not form part of the agenda for the meeting, the Chairman agreed that it should be considered as a matter of urgency to avoid any delays in the work of the Sub-Committees and Panel)

(The meeting ended at 5:30pm)