

Time began:10.00am
Time ended: 10.33am

**Personnel Committee
26 March 2015**

Present Councillor Redfern (Chair),
Councillors Barker, Carr, Hezelgrave and MacDonald

56/14 Apologies

Apologies were received from Councillors Hickson and Tittley.

57/14 Late items to be introduced by the Chair

There were no late items.

58/14 Declarations of Interest

There were none.

**59/14 Process for Dealing with Appeals Against
Redundancy Dismissals**

The Committee received a report of the Director of Legal and Democratic Services and Interim Director of HR on Process for Dealing with Appeals Against Redundancy Dismissals. The report was presented by the Acting Head of Service – HR.

It was reported that the budget proposals had identified that approximately £25 million savings were required for 2015/16. It was further reported that directorates had developed their restructure proposals to deliver staffing savings and the details of the directorate-specific proposals had been shared with the Trade Unions at the Trade Union Budget consultation meetings. Members noted that local consultation was also taking place on each service-specific restructure proposal.

It was reported that the consultation process had involved consulting over possible dismissals on the grounds of redundancy. It was further reported that any redundancy dismissals that might be necessary following the appropriate period of consultation would be made in accordance with the existing Consultation, Restructuring and Redundancy Policy.

Members noted that appeals against dismissals, including by reason of redundancy, were currently heard by an Appeals Committee consisting of three elected Members.

It was reported that due to the timing of the potential dismissals by reason of redundancy and the coincidental timing of the election period, it was anticipated that the elected Members availability to hear appeals would be significantly reduced.

Members noted that the recommendation was that, for a specific time period only, appeals against dismissal by reason of redundancy would be considered by chief

officers and not elected Members. It was reported that elected Members would have the option to observe the appeals, with employee consent, and regular updates would be brought to Personnel Committee.

Members agreed that it would be important for Personnel Committee to receive regular updates on the numbers of appeals and timescales.

Members discussed which elected Members should be able to attend the appeals to observe. It was agreed that it should only be Members of the Personnel Committee who had received appropriate training and that the wording at paragraph 4.2 of the report should be amended accordingly.

Resolved:

- 1. to note that the Chair of the Personnel Committee had agreed that a report be tabled at CJC on 19 March 2015 informing Trade Unions of the proposed waiver, before consideration by Personnel Committee on 26 March 2015 due to the urgency of the matter;**
- 2. to agree that any appeals against dismissal by reason of redundancy between 18 March 2015 and 30 September 2015 should be heard by chief officers and paragraph 2.2.2 of the Appeals Policy (attached at appendix 2) is waived in respect of considering any appeals against dismissal by reason of redundancy; and**
- 3. to agree that only Members of the Personnel Committee, who have received appropriate training, should be able to attend and observe the appeals against dismissal by reason of redundancy.**

60/14 Exclusion of Press and Public

Resolved that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighed the public interest in disclosing this information.

61/14 Strategy Board Update

The Committee received a report of the Acting Chief Executive on Strategy Board Update. The report was presented by the Acting Head of Service – OD, Employee Relations and Pay and Reward Strategy.

Resolved:

- 1. to add the Head of Communications to the membership of the Pay and Reward Strategy Board, under permanent membership;**
- 2. to approve the final membership of the Pay and Reward Strategy Board; and**
- 3. to approve the final membership of the Pay and Reward Trade Union Consultation Forum.**

MINUTES END