

# Swindon Borough Council

## Special Committee

**Wednesday, 20 February 2013**

Committee Room 1, Civic Offices (Anticipated meeting room)

At 3.15 p.m.

### **Conservative Councillors**

*Roderick Bluh (Chair)*  
*David Renard (Vice-Chair)*  
*Fionuala Foley*  
*Garry Perkins*  
*Brian Mattock*

**Deputies:** *All other  
Cabinet Members*

### **Labour Councillors**

*Mark Dempsey*  
*Jim Grant*  
*Des Moffatt*

**Deputies:** *All other  
Labour Shadow Cabinet  
Members*

### **Liberal Democrat Councillors**

*Stan Pajak*

**Deputies:** *All other Liberal  
Democrat Members*

(Copies to all other Members of the Council – For Information)

**Committee Officer:** Ian Willcox (Telephone: 01793 463601)  
email: [iwillcox@swindon.gov.uk](mailto:iwillcox@swindon.gov.uk)

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Swindon, SN1 2JH (Telephone 01793 445500)

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## **AGENDA**

### **PART 1 (PUBLIC ITEMS)**

**1. Apologies for Absence.**

**2. Declarations of Interest.**

Members are reminded that at the start of the meeting they should declare any known interests in any matter to be considered, and also during the meeting if it becomes apparent that they have an interest in the matters being discussed.

**3. Minutes.** (Pages 1 - 2)

To receive the minutes of the meeting held on 20<sup>th</sup> December 2012.

**4. Public Question Time.**

See explanatory note below. Please phone the Committee Officer whose name and number appears at the top of this agenda if you need further guidance.

**5. Exempt Items - Exclusion of Press and Public.**

*Certain items are expected to include the consideration of exempt information and the Special Committee is, therefore, recommended to resolve "That, in*

*accordance with Section 100A(4) of the Local Government Act 1972, the public be excluded during the discussion of the matters referred to in the items listed below, on the grounds that they involve the likely disclosure of exempt information, as defined in the respective paragraph of Part 1 of Schedule 12A of the Act, and the public interest in maintaining the exemption outweighs the public interest in disclosing the information".*

<u>Item No.</u>	<u>Paragraph No.</u>
<b>6 &amp; 7</b>	<b>1 and 2</b>

## **PART 2 (TO BE CONSIDERED WITHOUT THE PRESS AND PUBLIC PRESENT)**

**6. Adjustments to the Council's Organisational Structure. (To Follow) (CE)**

**7. Redundancy Severance. (To follow) (CE)**

**Date of Despatch:** 12 February 2013

### **Key:**

### **Officers:**

CE - Chief Executive  
DLDS - Director of Law and Democratic Services  
HPC - Head of People and Change

**Public Question Time** - Swindon Borough Council is committed to increasing its accountability to the public and to promoting active citizenship. Up to 15 minutes will be allowed at the start of all Council meetings for questions to the Chair from members of the public about the work of the Committee (except for confidential matters and specific planning applications). Questions must be relevant, clear and concise. Because of time constraints Public Question Time is not an opportunity to make speeches or statements. Prior notice of a question to the Director of Law and Democratic Services is desirable - particularly if detailed background information is needed.

**Access Arrangements** – The Venue is wheelchair accessible and an infrared receiver hearing system is provided. If you would wish to attend the meeting but have any special requirement to enable you to do so please contact the Committee Clerk above, as soon as possible prior to the date of the meeting.

If you would like to receive any of the pages contained in this agenda in a larger print size please contact the Committee Officer whose name appears on the first page of this agenda.

### **Special Committee - Terms of Reference**

The Special Committee shall have delegated to it the power to act for the Council on the advice of the Chief Executive on any policy decision or any particular matter that is urgent and necessary in the best interests of the Council.

The quorum of the Committee shall be three.

Deputy Members may be appointed at the Annual or any meeting of the Council.

Minutes of any proceedings of this Committee shall be submitted to the Council.

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## SPECIAL COMMITTEE

THURSDAY, 20 DECEMBER 2012

PRESENT:- Councillors Roderick Bluh (Chair), David Renard (Vice-Chair), Mark Dempsey, Fionuala Foley, Jim Grant, Garry Perkins, Brian Mattock and Des Moffatt.

An apology for absence was received from Councillor Stan Pajak.

### 8. **Declarations of Interest**

The Chair reminded Members of the need to declare any known interests in any matters to be considered at the meeting.

### 9. **Minutes**

Resolved – (1) That the minutes of the meeting held on 10<sup>th</sup> December 2012 be confirmed and signed as a correct record.

(2) That, further to the decision in Minute 6, Councillor Toby Elliott replace Councillor Alan Bishop as a member of the Council's Planning Committee for the remainder of the Municipal Year 2012/13.

### 10. **Public Question Time**

No public questions were asked under Standing Order 28.

### 11. **Exempt Items - Exclusion of Press and Public**

Resolved – That, in accordance with Section 100A(4) of the Local Government Act 1972, the public be excluded during the discussion of the matters referred to in Agenda Item No. 6 of the Notice of the Meeting on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Act, and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information concerned. (Minute 12 refers.)

### 12. **Redundancy Severance**

The Leader of the Council and the Chief Executive submitted a joint report concerning the redundancy severance arrangements for Employee No. 1440826A.

The Head of People and Change submitted a supplementary report, circulated at the meeting, concerning the discretionary element of redundancy severance payments for Chief Officers.

The Chair highlighted the contents of the reports and the reasons why he believed the proposals put forward were in the best interests of the Council.

Councillor Jim Grant referred to recent statements in the press and by the Secretary of State for Communities and Local Government regarding the levels of payments made to public officials leaving employment. These had aroused

considerable public interest. He believed that, following determination of this particular case, it would be an appropriate time to consider undertaking a review of the terms and conditions for new Chief Officer appointments and of the Council's severance payment obligations.

The Chief Executive commented on the need to regularly review policies and processes given the rapid changes in local government and the current financial realities facing all local authorities. He emphasised the importance of the Council recruiting and retaining high quality officers in order to lead it through the changes and significant financial challenges that it faced both now and for the foreseeable future.

Resolved – (1) That the redundancy severance arrangements for Employee No. 1440826A, as set out in the joint report, be approved.

(2) That the Director of Law and Democratic Services be authorised to conclude a compromise agreement between the Council and Employee No. 1440826A based on a final day of service no later than 31<sup>st</sup> March 2013.

(3) That the Head of People and Change be authorised to (a) review (i) existing Chief Officer terms and conditions and to develop proposals as to whether or how they should be amended in relation to new Chief Officer appointments; and (ii) the severance payment obligations for existing Chief Officers and to discuss this further with political group leaders; and (b) to submit a report on the outcome of the reviews to a future meeting of this Committee.