

## **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.