

## **SPECIAL COMMITTEE**

**TUESDAY, 27 JULY 2010**

PRESENT:- Councillors Roderick Bluh (Chair), Roderick Bluh (Chair), Garry Perkins (Vice-Chair), Brian Mattock, Derique Montaut and Fionuala Foley (Deputy).

Apologies for absence were received from Councillors David Renard, Stan Pajak and Jim Grant.

### **1. Declarations of Interest**

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

### **2. Minutes**

Resolved – That the minutes of the meeting held on 25<sup>th</sup> March 2010 be confirmed and signed as a correct record.

### **3. 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 5 refers.)

### **4. Public Question Time**

No public questions were asked under Standing Order 28.

### **5. Voluntary Severance**

The Cabinet Member for Leisure and Corporate Services and the Group Director, Business Transformation submitted a joint report concerning the voluntary severance arrangements with Employee 2000757.

The Group Director, Business Transformation explained that the Council was facing an extremely challenging future and that it was essential that services were re-shaped, re-configured and delivered in new ways. It had become clear over recent months that this employee's particular skill set did not fully match the Council's future needs. Discussions had taken place on ways to resolve the situation over the last six-months but it had been concluded that a voluntary severance was the best way forward for all parties. The Group Director commented on the detailed arrangements associated with the severance and on the financial implications for the Council.

The Chair noted the contents of the joint report. He commented that there was a disparity between the joint report and its Appendix. The figure contained in the Financial Implications section of the report was a "net" figure, excluding the total

income tax and employee National Insurance contributions. This meant that the financial impact on the Council overall was greater than highlighted in that paragraph. However, he remained supportive of the proposed action.

Resolved – That the Special Committee, on behalf of the Council -

- Approves the voluntary severance arrangements for Employee 2000757.
- Authorises the Director of Law and Democratic Services to conclude a compromise agreement between the Council and Employee 2000757 based on a final day of service no later than 31<sup>st</sup> July 2010, unless otherwise agreed in consultation with the Chief Executive.
- With effect from Employee 2000757's agreed final day of service approves that:
  - The Group Director, Business Transformation, be authorised to exercise the delegations numbered 384 to 390 in the Council's Scheme of Delegations and Designations of Proper Officers (Part 8 of the Council's Constitution), together with all other matters delegated to that post holder.
  - Interim arrangements are put in place to enable the holders of posts 1438675 and 1124139 to exercise key responsibilities of the vacant role.
- Authorises the Director of Law and Democratic Services to make any necessary amendments to the Council's Constitution to reflect the decisions set out above.