

CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

14 NOVEMBER 2013

Chairman: * Councillor Thaya Idaikkadar

Councillors: * Margaret Davine * Barry Macleod-Cullinane
* Susan Hall * David Perry

* Denotes Member present

42. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

43. Minutes

RESOLVED: That the minutes of the meeting held on 24 June 2013, be taken as read and signed as a correct record.

44. Exclusion of Press and Public

RESOLVED: That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
4.	Consideration of Severance Payment and Appointment of Interim Head of Paid Service	Information under paragraph 1 (contains information relating to any individual).

RECOMMENDED ITEMS

45. Consideration of Severance Payment and Appointment of Interim Head of Paid Service

Members received a tabled confidential report of the Director of Legal and Governance Services.

Having considered the report, it was proposed and duly seconded that Members adjourn the meeting to enable detailed consideration of the matter before them prior to making a decision. Upon being put to the vote it was

RESOLVED: That a decision on the matter before Members be deferred to enable consideration of the report of the Director of Legal and Governance Services.

Having re-convened on 26 November 2013, Members asked questions and sought clarification on a number of issues which were responded to by the Leader of the Council, the Divisional Director of Human Resources and Shared Services and the Director of Legal and Governance Services.

Some Members expressed their concern at the proposals but felt that they had little choice in the matter. Two Members requested a short adjournment.

The meeting adjourned from 6.35 pm – 6.47 pm.

The Divisional Director outlined two changes to the Chief Executive's contract terms, relating to other employment, that had been requested by the Chief Executive. These changes were agreed by the Panel.

The Leader of the Labour Group then read the following statement:

'Given the Chief Executive's expression to stand by the decision and letter on page 11 of the report, I feel the hands have been tied of the Chief Executive in this process, given the position he has been placed in both personally and professionally and also tied the hands of the Members of this Panel, at the fact our recommendation is standing in the way of a current employee's desire to leave the Council in what I am guessing are impossible circumstances.

We would like to place on record our grave concern at the 'snap' treatment of a Council employee and feel the process he was faced with, left him no choice, due to the untenable position which lay ahead, following an unfair process. Therefore we reluctantly will not oppose the agreement made between the Council and Chief Executive.'

The statement was supported by the Leader of the Independent Labour Group.

Resolved to RECOMMEND: (to Council)

That, having considered the expression of interest and supporting statement received from a Corporate Director, the Corporate Director of Community Health and Wellbeing be appointed as interim Head of Paid Service with effect from 1 March 2014.

RESOLVED: That

- (1) the Chief Executive's proposal to tender his resignation effective from 28 February 2014 be noted;
- (2) the severance package set out in Table 1 of the report be agreed;
- (3) the arrangements for discharging the statutory duties and responsibilities of Head of Paid Service until 28 February 2014 be noted;
- (4) the draft job outline for a Corporate Director and interim Head of Paid Service in appendix 3 of the report be agreed;
- (5) the person appointed as Corporate Director and interim Head of Paid Service receive an allowance of £10,000 p.a. in addition to their current salary.

(Note: The meeting, having commenced at 6.04 pm, closed at 7.00 pm).

(Signed) COUNCILLOR THAYA IDAIKKADAR
Chairman