

Personnel Appeals Committee

Minutes of a meeting held at County Hall,
Colliton Park, Dorchester on 4 February 2013.

Present:

Peter Richardson (Chairman),
Jill Haynes, Derek Burt and Brian Ellis.

Officers attending:

For minutes 7-12: Chris Matthews (HR Business Partner - Corporate Resources and Environment)

For minutes 13-16: Mike Harries (Head of Dorset Property and Presiding Officer), Richard Purnell (Senior HR Officer – Employee Relations), Dan Menaldino (Principal Solicitor and Legal Advisor to the Committee).

Jason Quinn (Democratic Services Officer).

Apologies for Absence

7. Apologies for absence were received from Barrie Cooper.

Code of Conduct

8. There were no declarations by members of any disclosable pecuniary interests under the Code of Conduct.

Minutes

9. The minutes of the meeting held on 17 and 18 December 2012, were confirmed and signed

Exclusion of the Public

Resolved

10. That, under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting for the item of business specified in minutes 11-16 because it was likely that if members of the public were present there would be a disclosure to them of exempt information as defined in Paragraphs 1, 2 and 4, of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighed the public interest in disclosing that information.

Redundancy Case / Flexible Retirement Case

- 11.1 The Committee considered a joint report by the Director for Corporate Resources and Director for Children's Services.

11.2 The report outlined two cases that were both a result of a review through the Meeting Future Challenges Programme. The Committee were told that the first case related to a Business Manager post. It was explained that the post was being absorbed in to a wider business support function as a result of the review.

11.3 The HR Business Partner informed the Committee that the post had been subject to compulsory redundancy, however the postholder had applied for voluntary redundancy. It was explained that voluntary redundancy would speed up the process and avoid the need to seek redeployment for the postholder.

11.4 The second case related to a Planning and Performance Manager post. It was explained that due to a gap in funding, savings needed to be made. The Committee were told that it was not possible to delete the post, but flexible retirement would allow sufficient savings without having a detrimental effect on the service.

11.5 The Committee were informed that as there were no redundancy costs associated with the case, costs would be recovered in six months.

11.6 The Committee considered each case and agreed to approve the redundancy and flexible retirement as set out in the Director's report.

Resolved

12.1 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60017359, with effect from 14 May 2013, be approved.

12.2 That the early introduction of pension associated with the request for flexible retirement, in respect of post number 60015494, with effect from 8 April 2013, be approved.

Dismissal Appeal – Adult and Community Services

13.1 The Committee considered a dismissal appeal by a former employee of the Adult and Community Services Directorate. Consideration of this item commenced at 11:02am.

Resolved

16. That the dismissal appeal be dismissed and the decision of the Presiding Officer be upheld.

Meeting duration: 10:00am – 15:18pm