

Personnel Appeals Committee

Minutes of a meeting held at County Hall,
Colliton Park, Dorchester on 25 February 2013.

Present:

Peter Richardson (Chairman)
Barrie Cooper (Vice-Chairman)
Jill Haynes and Derek Burt.

Officers attending:

Chris Matthews (HR Business Partner - Corporate Resources and Environment) and Jason Quinn (Democratic Services Officer).

Apologies for Absence

17. No apologies for absence were received.

Code of Conduct

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

Minutes

19. The minutes of the meetings held on 21 and 22 January 2013, and 4 February 2013 were confirmed and signed.

Exclusion of the Public

Resolved

20. 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 21 and 22 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 Cases

21.1 The Committee considered a joint report by the Director for Corporate Resources and the Acting Director for Adult and Community Services.

21.2 The report outlined six cases for redundancy that were the result of a review of the Adult and Community Services Directorate. It was explained that the review looked at the approach taken to community support and in particular the support provided to patients when discharged from hospital.

21.3 The Committee were told that a project board had been set up to look at the demand on support provided through the Community Support role and identify the necessary level of staffing needed to meet this. The HR Business Partner explained that the project board had identified that resources exceeded the demand for the service and as a result, they had sought to use the resources elsewhere. However this was not sustainable on a long term basis.

21.4 The Committee were informed that there was a need for an increase in resource in the Christchurch area, but this was too great a distance to be considered as a redeployment option for staff currently employed in the areas where reductions were proposed, most notably

Weymouth and Portland, Dorchester, Bridport and Wareham. As a result, redundancy options were explored.

21.5 It was explained that after consultation with staff, there needed to be a reduction of three hundred and sixty five hours a week within the service, in the areas identified above that had a predicted surplus of capacity. The Committee were told that voluntary redundancies were considered first, and thirty three members of staff had formally registered an interest in this. Having regard to the needs of the service and with the aim of achieving the overall best fit within the locality teams identified, it was proposed by the service that offers of redundancy from sixteen of the thirty three members of staff who registered an interest be accepted. A member asked why only six cases were being presented to the Committee if there had been sixteen cases of redundancy accepted. It was explained that of the sixteen selected, only six had pension implications due to the age of the individuals.

21.6 The Committee agreed that the period of time to recover the costs of all six posts was acceptable due to the long term savings that would be made. Members unanimously agreed to approve all six cases for redundancy.

Resolved

22.1 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60012822, with effect from 31 May 2013, be approved.

22.2 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 600114173, with effect from 31 May 2013, be approved.

22.3 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60013269, with effect from 31 May 2013, be approved.

22.4 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60014297, with effect from 31 May 2013, be approved.

22.5 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60014439, with effect from 31 May 2013, be approved.

22.6 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60014308, with effect from 31 May 2013, be approved.

Meeting duration: 10:00am – 10:25am