

Personnel Appeals Committee

Minutes of a meeting held at County Hall,
Colliton Park, Dorchester on 29 April 2013.

Present:

Barrie Cooper (Vice-Chairman)
Jill Haynes, Derek Burt and David Crowhurst.

Officers attending:

Chris Matthews (HR Business Partner - Corporate Resources and Environment), Natalie Adam (HR Business Partner - Children's Services), Mike Harries (Head of Dorset Property) and Jason Quinn (Democratic Services Officer).

Apology for Absence

23. An apology for absence was received from Peter Richardson.

Code of Conduct

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

Minutes

25. The minutes of the meeting held on 25 February 2013 were confirmed and signed.

Exclusion of the Public

Resolved

26. 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 27 and 28 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/Flexible Retirement Cases

27.1 The Committee considered an exempt joint report by the Director for Corporate Resources, the Acting Director for Children's Services and the Director for Environment on three redundancy cases and one case of flexible retirement.

27.2 The Committee were told that the Children's Services Directorate was undergoing a further restructure to achieve significant savings and as a result, it was proposed to reduce the number of Head of Service posts from five to three. One of the Heads of Service postholders had subsequently volunteered for redundancy.

27.3 It was explained that the proposed date of redundancy was later than usual in order to allow sufficient time to complete a handover and over see any significant changes that needed to be made within the directorate.

27.4 A member asked who would assimilate the workload of the two Head of Service posts that were no longer needed. It was explained that some services would be would be amalgamated and the remaining Heads of Service had the required experience and qualifications to take on the additional work, whereas the others did not, resulting in the redundancies.

27.5 Members agreed that the period of time to recover the costs of this redundancy was acceptable and unanimously agreed to approve it.

27.6 The Committee were told that the next three cases related to a review of Dorset Property. The HR Business Partner explained that although savings had been achieved through the Meeting Future Challenges Programme, further savings were required.

27.7 The first case related to a Strategic Resources Manager post. The Committee were told that as part of the service review, the post had been suggested for deletion. It was highlighted that the payback period for this particular case was longer than usual. The Head of Dorset Property explained that although some concerns had been raised in regards to the workload of this post being absorbed, he felt that this was the best option for the service.

27.8 The second case related to a property surveyor post. The Committee were told that the postholder had volunteered for redundancy and that reductions within this area were necessary.

27.9 The final case related to the flexible retirement of a Senior Property Manager post. It was again explained that reductions in this area were necessary and that as this was a flexible retirement case, there were no redundancy costs involved.

27.10 The Head of Dorset Property explained that the flexible retirement of this post allowed the necessary reduction in hours required from this service, but ensured an effective management structure would remain in place, and the service demands would still be met.

27.11 Members decided that the payback periods for all three cases were acceptable and unanimously agreed to approve all three cases.

Resolved

28.1 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60018193, with effect from 31 December 2013, be approved.

28.2 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60012545, with effect from 31 July 2013, be approved.

28.3 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60012531, with effect from 31 July 2013, be approved.

28.4 That the early introduction of pension benefits consequent upon the flexible retirement of the post holder, in respect of post number 60012414, with effect from 31 August 2013, be approved.

Meeting Duration: 10:00am – 10:30am