

Personnel Appeals Committee

Minutes of a meeting held at County Hall,
Colliton Park, Dorchester on 23 September 2013.

Present:

Peter Richardson (Chairman),
Beryl Ezzard, Paul Kimber, and William Trite.

Officers attending:

Chris Matthews (HR Business Partner - Children's Services and Dorset Waste Partnership) and Jason Quinn (Democratic Services Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Personnel Appeals Committee to be held on **21 October 2013**.)

Apologies for Absence

50. Apologies for absence were received from Deborah Croney, Pauline Batstone and David Harris. Beryl Ezzard and William Trite attended as reserve members of the Committee.

Code of Conduct

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

Minutes

52. The minutes of the meeting held on 19 August 2013 were confirmed and signed.

Exclusion of the Public

Resolved

53. 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 54 and 55 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 (Paragraphs 1, 2 & 4)

54.1 The Committee considered an exempt joint report by the Director for Corporate Resources and the Director for Children's Services on two redundancy cases from within the Children's Services Directorate.

54.2 It was explained that the two cases for consideration had come as a result of the Time for Transformation review which had commenced earlier in the year. This review had looked at fundamental changes to enable the most effective delivery of the services provided. The first phase of the review resulted in the integration of services at the Directorate Team Management level, resulting in a reduction in the number of Heads of Service from January 2014. The second phase of the review, which had been completed, focused on the integration of service areas at 'third tier' management level. As a result of this phase of the review nine core service areas had been established and appointments had been made to the nine senior manager posts. Consultation over the third phase of the review had recently commenced with the aim of establishing the management structures within each of the nine service areas across

the Directorate. It had been agreed that of the twenty-nine managers that currently reported to Heads of Service within the directorate, nine would be appointed to the new senior management posts. Those that were not selected would be included in the consultation and selection process for roles at the tier below. In the knowledge that there would be a reduction in the number of management posts across the Directorate at the end of the review, managers were invited to express an interest in voluntary redundancy. This had resulted in the two cases for redundancy detailed in the report. Members noted that any cases for voluntary redundancy would help reduce the need for compulsory redundancies.

54.3 The first case related to a post which would no longer exist in the new management structure for the directorate. Of the three individuals that currently occupied this particular post, two had been successful in securing one of the nine senior management roles, with the third expressing an interest in voluntary redundancy.

54.4 It was explained that the new structure would be implemented at the beginning of January 2014 and approving the voluntary redundancy case would result in savings being achieved six months ahead of the scheduled date for implementation of the new staffing structure, and allow for three months savings in the current financial year. Although the costs involved were higher than the average amount associated with a redundancy, the recovery time for costs was still below the benchmark two year threshold of acceptability.

54.5 A member asked how many of the number of people identified in phase three of the review, would have a realistic chance of employment. It was explained that this was difficult to forecast, but accepting the two voluntary redundancy cases would help reduce the number of individuals facing that situation.

54.6 In response to a question it was clarified that after receiving requests for voluntary redundancies the Director decided whether or not it was in the best interest of the authority to proceed with the request. In cases such as the two detailed in the report, where the relevant Director had decided that accepting the requests would be in the best interest of the authority, the Director would recommend that the Committee approve the recommendation.

54.7 It was asked whether or not redeployment options for the individual would be explored. It was explained that redeployment options would always be explored where redundancy was compulsory. However, as a voluntary redundancy was a request from the individual postholder, redeployment would not be sought in this case as the employee had expressed a wish to leave.

54.8 The Committee agreed to approve the case for voluntary redundancy as detailed in the report.

54.9 The second case for redundancy had also arisen as a result of the Time for Transformation review. It was explained that the work of the postholder had been significantly reduced and the individual had already adopted flexible retirement. The work associated with the post had slowly been transferring to another team. Now that the transferral of knowledge had been completed and the responsibilities of the post absorbed, the request for voluntary redundancy had been progressed.

54.10 It was explained that, as with the first case, approval of the recommendation for voluntary redundancy would reduce the need for compulsory redundancies, and therefore the Committee agreed to the request for redundancy.

Resolved

55.1 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60018199, with effect from 31 December 2013, be approved.

55.2 That the early introduction of pension consequent upon the dismissal of the post holder on the grounds of redundancy, in respect of post number 60017221, with effect from 31 December 2013, be approved.

Meeting Duration: 10.00am – 10.35am