

EMPLOYMENT (SENIOR OFFICER) COMMITTEE

3 July 2020

Present: Councillors Bick, Herbert, Porrer, Sheil, Thornburrow and Massey

Officers:

Deborah Simpson, Head of Human Resources

Lynn Thomas, Head of Housing Maintenance and Assets

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| FOR THE INFORMATION OF THE COUNCIL |
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Adjournment Dates and Times

3 July 2020 – 5.30pm to 6.35pm, adjourned to 9 July 2020 5.30pm to 6.10pm

20/36/ESOC Apologies

No apologies was received.

20/37/ESOC Declarations of Interest

There were no declarations of interest declared.

20/38/ESOC Exclusion of the Public

The Committee agreed to exclude the public on the grounds that if they were present, there would be disclosure to them of information defined as exempt from publication by virtue of paragraph 1, 2 and 3 of part 1 of schedule 12A of the Local Government Act 1972.

20/39/ESOC To make recommendations to Council on 16 July 2020 with regard to the Estates and Facilities Review - Consequential Restructuring

The Committee met to consider exit costs associated with the termination of a post in the Estates and Facilities section following restructuring proposals due to come into effect.

The Committee considered a report of the Head of Housing Maintenance and Assets and information provided by the Head of Human Resources on costs arising from redundancy in service reviews. The Committee's terms of reference and the Council's Pay Policy statement require Council considers (and approves) exit costs in excess of £100,000 which apply to any individual.

As not all of the Committee were able to open all of the documents which had been circulated it was agreed to adjourn the meeting and to reconvene at a date to be arranged. The documents would be re-circulated.

The meeting adjourned at 6.35pm on 3 July and reconvened on 9 July at 5.30pm

The Committee considered the re-circulated papers in relation to the Estates and Facilities review and a further confidential briefing paper from the Head of Human Resources in relation to termination and pension costs and employment processes.

The Committee asked that for future reviews where there are proposed termination costs in excess of £100,000 that the ESOC be convened at an earlier stage in the process. The Head of Human Resources was asked to further consider the identified issues and to report back to the Committee.

Having considered the matters, the Committee agreed to recommend to Full Council the termination costs arising from redundancy in the post in the Estates and Facilities Team.

The Heads of Housing Maintenance and Assets and Human Resources were asked to undertake an information briefing for all Councillors ahead of the Full Council meeting.

CHAIR