

LEIGHTON-LINSLADE TOWN COUNCIL

PERSONNEL SUB-COMMITTEE

MONDAY 2 JULY 2018 AT 1940 HOURS

Present: Councillors: K Cursons
D Bowater
K Ferguson
J M Freeman
B Spurr (left 1955 hours)
E Wallace (arrived 1948 hours)

Other: M Saccoccio (Town Clerk)
S Sandiford (Head of Democratic & Central
Services)
G Morgan (Luton Borough Council)

Members of the public: 0

138/PR APPOINTMENT OF CHAIR

It was proposed and seconded that Councillor E Wallace be appointed Chair of the Sub Committee for 2018-2019. There were no further nominations.

RESOLVED to appoint Councillor E Wallace Chair of the Personnel Sub-Committee for the municipal year 2018-2019.

139/PR APPOINTMENT OF VICE CHAIR

It was proposed and seconded that Councillor D Bowater be appointed Vice Chair of the Sub Committee for 2018-2019. There were no further nominations.

RESOLVED to appoint Councillor D Bowater Vice Chair of the Personnel Sub-Committee for the municipal year 2018-2019.

In the absence of the Chair, Councillor Bowater took the Chair.

140/PR APOLOGIES FOR ABSENCE

No apologies for absence had been received, but it was noted that Councillor E Wallace would arrive late due to traffic issues.

141/PR DECLARATION OF INTERESTS

Members were asked to declare any interests, including the nature of those interests, which they had in any of the items under consideration at this meeting. No declarations were made.

142/PR QUESTIONS FROM THE PUBLIC

No members of the public were present.

143/PR MINUTES OF PREVIOUS MEETING

The minutes of the Personnel Sub-Committee meeting held on 26 March 2018 were received.

RESOLVED that the minutes of the Personnel Sub-Committee meeting held on 26 March 2018 be approved as a correct record and were signed accordingly.

144/PR EXCLUSION OF THE PUBLIC

The Sub-Committee considered that any further discussion regarding staffing matters would be prejudicial to the public interests.

RESOLVED that, under the Public Bodies (Admissions to Meetings) Act 1960, the public be excluded on the grounds of the confidential nature of the business about to be transacted which involves the likely disclosure of exempt information. The public and press to withdraw from the meeting during consideration of detailed discussion regarding staffing matters.

145/PR STAFFING MATTERS

The Sub-Committee received two reports in respect of staffing matters and organisational change. The background to the reports was presented verbally by the Town Clerk and by Grace Morgan of Luton Borough Council, the Council's retained Human Resources consultants. A number of questions were raised and answered. Discussion took place regarding the recommendations proposed in the reports.

The recommendations contained in the report regarding Economic & Cultural Services staffing were proposed and seconded. On being put to the vote, unanimous agreement was reached.

RECOMMENDED to the Policy and Finance Committee:

- (i) To approve the restructure in the Economic and Cultural Services team, as proposed to the Personnel Sub Committee on 8 January 2018.**
- (ii) To approve a voluntary redundancy application to the sum equal to contractual entitlement by the individual concerned.**

The recommendations contained in the report regarding Grounds & Environmental Services staffing were proposed and seconded. On being put to the vote, unanimous agreement was reached.

RECOMMENDED to the Policy and Finance Committee:

- (iii) **To endorse the contractual entitlement to the individual concerned.**
- (iv) **To provide an agreed-form reference to any prospective employers.**
- (v) **That a contribution be made to meet legal costs as well as meeting the costs of creation of a settlement agreement.**

It was noted that the Terms of Reference and delegated authority to the sub-committee were restrictive and that the delays inherent in taking recommendations to the parent committee could be disadvantageous to both individual employees and to the Town Council as a whole. It was suggested that this be given further consideration by the Policy and Finance Committee.

The meeting closed at 2020 hours.

I HEREBY CONFIRM THAT THE FOREGOING IS A TRUE AND ACCURATE RECORD OF THE MEETING HELD ON 2 JULY 2018.

CHAIR

8 OCTOBER 2018