

PERSONNEL PANEL

MINUTES OF MEETING HELD ON 20 SEPTEMBER 2005.

Present: Councillors M Ashbrook; K Hitchen; G Scurrah; N Williams;
Miss E Woodburn

Apologies for absence were received from Councillors Mrs Y R T
Clarkson and Mrs CA Giel

Officers: H Mitchell, Head of Policy and Performance; S Borwick, Head
of Finance and Business Development; L Gleed, Human Resources
Manager; T Capper, Democratic Services Manager

PER 1 Appointment of Chairman of Meeting

It was moved by Councillor M Ashbrook, duly seconded and

RESOLVED - That Councillor Miss E Woodburn be appointed Chairman
for this meeting.

PER 2 Minutes

The minutes of the meetings held on 13 and 21 April were signed by the
Chairman as a correct record, subject to deletion of Councillor Hitchen
from the attendance list for 21 April.

PER 3 Council Restructure Phase 2 – Appeal Against Decision of Assimilation Panel

(Note: Councillor Ashbrook declared a personal and prejudicial interest in
this item in his capacity as the portfolio-holder responsible for
implementation of the restructure and withdrew from the room during the
discussion and decision.)

The Panel heard evidence from an employee appealing against the
decision of the Assimilation Panel that the employee should be
assimilated into a new post in the Council's restructure. The grounds for
appeal were that the job profile for the new post differed by more than
one third from the job description for the old post and that the decision to
assimilate was therefore not correct.

The Panel then heard evidence from the relevant Director in support of
the appeal.

The employee and the Director then withdrew from the meeting.

RESOLVED – That the appeal be upheld, the decision to assimilate be
reversed and the employee be placed on the redeployment list.

PER 4 Early Retirement Request

(Note: The Chairman agreed to consideration of this item on grounds of urgency due to the need determine the request and commence recruitment of a replacement as soon as possible).

(After introducing the report, the Head of Policy and Performance, together with the Head of Finance and Business Development and the Human Resources Manager, withdrew from the meeting during this item.)

The Panel considered a report of the Head of Policy and Performance on a request by the Chief Executive for early retirement in the interests of the efficiency of the service, together with information on the financial implications for the Council of granting the request.

RESOLVED –

- (a) That Personnel Panel agrees to the request for early retirement from the Chief Executive, without added years, in the interests of the efficiency of the service;
- (b) That the early retirement comes into effect at the end of April/early May 2006 to coincide with the starting date of a new Chief Executive; and
- (c) That the decision to pay in one lump sum or over a five year period is delegated to the Head of Finance & Business Development in consultation with the Chair of Personnel Panel and the Leader. This decision will need to be taken nearer the time and will depend on financial circumstances including interest rates prevailing at the time.

The meeting closed at 12.20pm

Chairman