

PERSONNEL PANEL

MINUTES OF MEETING HELD ON 14 February 2011

Present: Councillors P Connolly (Deputy Chair); H Branney; N Williams.

Officers: T Capper, Democratic Services Manager; L Gleed, Human Resources Manager (Management Representative); C Shackley, Human Resources Officer

PER 36 Minutes

The minutes of the meeting held on 3 February 2011 were signed by the Chairman as a correct record.

PER 37 Exclusion of Press and Public

RESOLVED – that the press and public be excluded for the remaining items of business in view of the likely disclosure of exempt information as defined in paragraph 7 of Part I of Schedule 12A of the Local Government Act 1972 as amended.

PER 38 Final Stage Grievance

The Panel heard a grievance from a former employee under Stage 4 of the Council's Grievance Procedure.

The former employee's trade union representative gave details of the grievance, and members of the Panel asked questions of the former employee and her trade union representative.

The management representative then responded on behalf of the authority, and members of the Panel asked questions of the management representative.

Both sides then summed up their respective positions, and then withdrew from the meeting. The Panel then considered their decision on the grievance.

RESOLVED – that having regard to all relevant considerations including the submissions made by the employee and the management representative, the grievance be not upheld and that no further action be taken directly arising from the grievance.

PER 39 Policy and Performance Restructure

The Panel considered a report setting out proposals for re-structurin the Policy and Performance team as part of the Policy, Performance and Transformation service, to include overview and scrutiny support and equalities functions.

RESOLVED – that (a) the proposed restructuring proposals be agreed, subject to further information being circulated to members of the Panel on the breakdown of savings, time allocated to equalities in other Cumbria districts, and an equality impact assessment of the proposals; and

(b) the proposed assimilations as set out in Appendix 3 be agreed.

The meeting closed at 3.30 pm

Chairman