

Guildhall Gainsborough
Lincolnshire DN21 2NA
Tel: 01427 676676 Fax: 01427 675170

AGENDA

This meeting will be recorded and the video archive published on our website

Chief Officer Employment Committee
Monday, 22nd January, 2018 at 10.00 am
Council Chamber - The Guildhall, Marshall's Yard, Gainsborough, DN21 2NA

Members:

- Councillor Jeff Summers (Chairman)
- Councillor Stuart Kinch (Vice-Chairman)
- Councillor Mrs Jackie Brockway
- Councillor David Cotton
- Councillor Michael Devine
- Councillor Mrs Angela Lawrence
- Councillor Giles McNeill
- Councillor Mrs Judy Rainsforth
- Councillor Mrs Anne Welburn

1. **Apologies for Absence**
2. **To Approve the Minutes of the Previous Meeting** (PAGES 3 - 6)
Minutes of the Chief Officer Employment Committee held on 3 July 2017.
3. **Members' Declarations of Interest**
Members may make any declarations of interest at this point but may also make them at any time during the course of the meeting.
4. **Exclusion of Public and Press**
To resolve that under Section 100 (A) (4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 and 2 of Part 1 of Schedule 12A of the Act.
5. **Exempt Report(s)**

Agendas, Reports and Minutes will be provided upon request in the following formats:

Large Clear Print: Braille: Audio: Native Language

- a)** Management Team Interim Arrangements - 6 Month (TO FOLLOW)
Review and Arising Proposals

Mark Sturgess
Interim Head of Paid Service
The Guildhall
Gainsborough

Friday, 12 January 2018

Chief Officer Employment Committee- 3 July 2017
Subject to Call-in. Call-in will expire at 5pm on

WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Trent Meeting Room - The Guildhall on 3 July 2017 commencing at 10.00 am.

Present: Councillor Jeff Summers (Chairman)
Councillor Stuart Kinch (Vice-Chairman)

Councillor Mrs Jackie Brockway
Councillor David Cotton
Councillor Michael Devine
Councillor Mrs Angela Lawrence
Councillor Giles McNeill
Councillor Mrs Judy Rainsforth
Councillor Mrs Anne Welburn

In Attendance:
Katie Coughlan Governance & Civic Officer
Emma Redwood Team Manager People and Organisational Development
Alan Robinson SL - Democratic and Business Support

Also in Attendance: Ms Judith Barnes, Legal Adviser, Bevan Brittan

Apologies: None Received

4 MINUTES OF MEETING HELD ON 9 DECEMBER 2016

RESOLVED that the Minutes of the meeting of the Chief Officer Employment Committee held on 9 December 2016 be confirmed and signed as a correct record, subject to the word “inclusive of” being replaced with “ with a” in resolution (b) Minute 17.

5 MINUTES OF MEETING HELD ON 8 MAY 2017 (AT THE CONCLUSION OF ANNUAL COUNCIL)

RESOLVED that the Minutes of the meeting of the Chief Officer Employment Committee held on 8 May 2017 (at the conclusion of Annual Council) be confirmed and signed as a correct record.

6 MEMBERS' DECLARATIONS OF INTEREST.

All Members present declared a non-pecuniary personal interest in that they knew the staff

member concerned.

7 EXCLUSION OF PUBLIC AND PRESS

RESOLVED that under Section 100 (A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

8 CONFIDENTIAL STAFFING MATTER

Members gave consideration to a report which sought agreement to recommend to Full Council the approval of a termination package, including the settlement agreement and payments under the terms of that settlement agreement, in relation to the employee who was the subject of the report.

The report further sought Committee's agreement to proposed interim arrangements, for an initial period of six months, along with associated interim honorarium payments.

The Leader of the Council introduced the report, outlining the circumstances which had arisen, resulting in the report being brought for consideration.

The payments to be made under the proposed settlement agreement, as detailed within the report, were clearly outlined to the Committee, together with the pertinent clauses.

The Settlement process was outlined and it was confirmed that the External Auditor had scrutinised the proposals from a value for money perspective and had raised no concerns or issues. Both parties' legal representatives had indicated their agreement to the termination package, including the settlement agreement and payments under the terms of that settlement agreement.

Finally the proposed interim arrangements were shared with the Committee, as detailed in Section 4 of the report.

Debate ensued and Members asked a number of questions of the Leader of the Council and Judith Barnes, Legal representative from Bevan Brittan particularly regarding the settlement process. These were responded to accordingly and Members indicated that they were satisfied with the information received in response.

Further debate ensued and the pertinent clauses within the agreement and the need to maintain these were again stressed to Members.

In response to Members questions, it was noted that, subject to Council approval of the decision, relevant communications had been drafted for release the following day. All Members would be provided with a copy in advance.

Following debate and in light of the information received, the Committee indicated they were in agreement with the termination package, including the settlement agreement and

payments under the terms of that settlement agreement, the proposed interim arrangements, and associated honorarium payments, and on that basis

RESOLVED that:-

- (a) it be **RECOMMENDED** to Council that the settlement agreement, severance arrangements and payment details within that settlement agreement, in relation to the employee who is the subject of the report, be approved;
- (b) it be **RECOMMENDED** to Council that the Chief Operating Officer be appointed as interim Head of Paid Service for an initial period of 6 months;
- (c) it be **RECOMMENDED** to Council that the Monitoring Officer be appointed as the Returning Officer for an initial period of 6 months;
- (d) the Chief Executive's responsibilities be distributed to the Council's three Directors; and
- (e) interim honorarium payments, at the level detailed within the report, be made to each of the three Directors with effect from 8 July 2017 for an initial period of 6 months.

The meeting concluded at 11.01 am.

Chairman

This page is intentionally left blank