

WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Reconvened Meeting of the Chief Officer Employment Committee held in the Trent Meeting Room - The Guildhall on 5 September 2024 commencing at 5.00 pm.

Present: Councillor Moira Westley (Chairman)
Councillor Mrs Mandy Snee (Vice-Chairman)

Councillor Owen Bierley
Councillor Mrs Jackie Brockway
Councillor Peter Morris
Councillor Mrs Lesley Rollings
Councillor Trevor Young

In Attendance:

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| Ian Knowles | Chief Executive |
| Lisa Langdon | Assistant Director People and Democratic (Monitoring Officer) |
| Emma Foy | Director of Corporate Services and Section 151 Officer |
| Lynne Thomsett | People Services Manager |
| Katie Storr | Democratic Services & Elections Team Manager |

Also in Attendance: External Legal Adviser

Apologies: Councillor Jeanette McGhee

Membership: No substitutes were appointed .

5 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

With approval and signing of the Minutes of the previous meeting, (30 November 2023) having been deferred at the Committee's adjourned meeting on 20 August 2024.

Having been proposed and seconded, on being put to the vote it was: -

RESOLVED that the Minutes of the Meeting of the Chief Officer Employment Committee held on 30 November 2023 be confirmed and signed as a correct record.

6 MEMBERS' DECLARATIONS OF INTEREST

There were no declarations of interest made at this point in the meeting.

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

The Chairman addressed the Committee and summarised the business to be transacted and the background to the matter

Given the recommendations were an 'either or motion' the Chairman considered it prudent to allow both motions to be debated at the same time.

Members debated the matter at length, speaking of their own experiences within the organisation.

Members asked numerous questions of the Head of Paid Service to ascertain actions taken prior to the current situation and any previous interventions.

In response to Members comments and questions which arose from this period of questioning, Statutory Officers advised that all relevant correspondence referred to by the Head of Paid Service, had been reviewed by the Council's Independent Legal Advisor. The reasons for seeking independent legal advice and the level of objectivity it brought were explained, as were the financial implications to date at the request of Members.

The External Legal Adviser addressed the Committee, confirming she had reviewed all documents referred to and provided to her and summarised her assessment of the implications for the Council with each of the options.

Questions were asked of the External Adviser, and there was lengthy discussion about the scenarios which could arise.

Following a further period of questioning of the Head of Paid Service, Members debated robustly each of the options, seeking clarification on a number of matters, implications to the wider organisation and delivery.

Ultimately it would be Members who would need to make the decision as to the way forward.

Further discussion ensued amongst the elected Members, resulting in both options being proposed. The External Legal Advisor indicated that the suggested addition to option one,

referred to earlier in the debate, would be prudent, if Option one was deemed to be the preferred option.

A number of Members spoke against Option two, with ultimately Option one being the proposal seconded.

Before moving to the vote the Monitoring Officer, summarised to Members the implications, supporting the addition referred to earlier in the debate.

Members confirmed that they wished the addition adding to option one and having been put to the vote it was: -

RESOLVED that Option one as detailed in the report be the approved way forward, with the addition of relevant internal procedures being referred to.

Note 1: - Councillor Bierley requested that his vote against the above resolution be recorded in the minutes.

Note 2: - Reference in these minutes to legal advice does not amount to a waiver of legal privilege.

The meeting concluded at 6.02 pm.

Chairman