

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

**AGENDA**

**Chief Officer Employment Committee**  
**Thursday, 7th November, 2024 at 4.00 pm**  
**Trent Meeting Room - The Guildhall**

**Members:** Councillor Moira Westley (Chairman)  
Councillor Mrs Mandy Snee (Vice-Chairman)  
Councillor Owen Bierley  
Councillor Mrs Jackie Brockway  
Councillor Jeanette McGhee  
Councillor Peter Morris  
Councillor Mrs Lesley Rollings  
Councillor Trevor Young

1. **Apologies for Absence**
2. **To Approve the Minutes of the Previous Meeting held on 20 August and re-convened on 5 September** (PAGES 3 - 7)  
To Approve and Sign as a Correct Record the Minutes of the Meeting of the Chief Officer Employment Committee held on 20 August 2024 and re-convened on 5 September 2024.
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 items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

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

Large Clear Print: Braille: Audio: Native Language

5. **Exempt Report(s)**

- i) Amendment to Terms and Conditions of the Chief Executive

Ian Knowles  
Head of Paid Service  
The Guildhall  
Gainsborough

Wednesday, 30 October 2024

## WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Trent Meeting Room - The Guildhall on 20 August 2024 commencing at 4.30 pm.

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

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

**Apologies:** Councillor Mrs Jackie Brockway  
Councillor Jeanette McGhee  
Councillor Peter Morris  
Councillor Mrs Lesley Rollings  
Councillor Trevor Young

**Membership:** No substitutes were appointed

### 1 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING

**RESOLVED** that approval of the previous minutes, be deferred to the subsequent meeting.

### 2 MEMBERS' DECLARATIONS OF INTEREST

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

### 3 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.

#### 4 CONFIDENTIAL STAFFING MATTER

The Chairman addressed the Committee and set out the reason for the meeting having been convened.

Since the calling of the meeting, circumstances in the days leading up to the meeting had changed, the nature of which was shared with the Committee. The result being, the report that had been prepared required updating, and that further advice and clarification on the Council's position was required.

The nature of the work being undertaken, as a result, was summarised to Members, alongside the external support being received, and the future decision the Committee would be asked to make in light of this.

Statutory Guidance relevant to the matter would be provided to all Members of the Committee prior to them making any decision and the importance of adherence to it was stressed by the Chairman.

Noting the above, a proposal to adjourn the meeting, pending an updated report was moved. It was further proposed that the Committee reconvene on 5 September at 5pm.

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

**RESOLVED** that the meeting be adjourned, pending receipt of an updated report, and be re-convened at 5pm on 5 September 2024

The meeting concluded at 4.40 pm.

Chairman

## 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:**

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