

SPECIAL EMPLOYMENT COMMITTEE

MINUTES OF THE MEETING of the Special Employment Committee held on 13 December 2011 at 8.00 am in the Executive Meeting Room, Floor 3, the Guildhall, Portsmouth.

(NB These minutes should be read in conjunction with the agenda for the meeting which can be viewed at www.portsmouth.gov.uk.)

Present

Councillor Gerald Vernon-Jackson (Chair)
Councillor Leo Madden (Vice-Chair)
Councillor Lynne Stagg
Councillor Rob Wood
Councillor Simon Boshier

Officers

Mr David Williams, Chief Executive
Mr Michael Lawther, City Solicitor, Strategic Director and Section 151 Officer
Mr Chris Ward, Head of Finance and Section 121 Officer
Mr Stephen Todd, Senior Manager Pay & Policy
Ms Jacqueline Coonie, Head of Operational Human Resources
Mr Shaun Tetley, Payroll & Pensions Manager
Ms Ama Juss, Employment Lawyer

The chair of the committee, Councillor Gerald Vernon-Jackson, invited the Chief Executive to explain what would be covered in this meeting. Mr David Williams said that the meeting would cover two items both of which were exempt. The first item was on terms and conditions and included further information requested by the committee in order to inform any decisions they made. The second item was deferred from the previous meeting and concerned the formal action policy.

61 Apologies for Absence (AI 1)

There were no apologies for absence.

62 Declarations of Members' Interests (AI 2)

Councillor Rob Wood declared a personal, non-prejudicial code of conduct interest in that his son-in-law works for Harbour School.

Councillor Lynne Stagg declared a personal, non-prejudicial code of conduct interest in that her daughter works in a Portsmouth school.

63 Exclusion of Press and Public (AI 3)

It was proposed by Councillor Gerald Vernon-Jackson and seconded by Councillor Leo Madden that in view of the contents of the following items on the agenda the committee was recommended to adopt the following motion:

That, under the provisions of Section 100A of the Local Government Act, 1972 as amended by the Local Government (Access to Information) Act, 1985, the press and public be excluded for the consideration of the following items on the grounds that the reports contain information defined as exempt in Part 1 of Schedule 12A to the Local Government Act, 1972.

RESOLVED that the committee adopt the motion set out above.

64 Exempt report providing further detailed information to the Committee in relation to possible revisions to terms and conditions (AI 4)

(TAKE IN REPORT)

The Chief Executive apologised for the report being given to members so late but explained that the additional information was complicated. The extra information included financial implications and modelling of various different scenarios.

Mr Michael Lawther outlined the legal advice that had been received.

Mr Chris Ward explained the financial appraisal and provided information about the costings of the different options available.

There followed a discussion about the various options and the implications of each on various sections of the workforce and their affordability or otherwise. Members raised many questions about the various schemes and implications and were given detailed answers in order to inform any decisions they might take. Members discussed in detail the proposals that the unions had made and their affordability. Members also discussed the role of the unions in negotiations.

The committee resolved unanimously on a way forward.

65 Review of the Formal Action Policy and the application of Special Precautionary Leave (deferred to this meeting from the 2 December 2011 meeting) (AI 5)

(TAKE IN REPORT)

Members considered a report which was to inform them of a review of the formal action policy and the application and monitoring of precautionary special leave requested by the Governance & Audit Committee and to seek Employment Committee approval of the review and recommendation.

RESOLVED that the review be noted and the revised procedures for monitoring PSL be agreed.

66 Date of next Scheduled Employment Committee Meeting (AI 6)

The next scheduled meeting is Tuesday 10 January 2012 at 12.45 pm.

The meeting ended at 9.07 am.

Chair

VJP/DMF
15 December 2011
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