

PERSONNEL COMMITTEE

12.30 P.M.

9TH MARCH 2015

PRESENT:- Councillors Paul Gardner (Chairman), Keith Budden (substitute for Shirley Burns), Caroline Jackson, Jane Parkinson, Sylvia Rogerson and Roger Sherlock (substitute for David Smith)

Apologies for Absence

Councillors Shirley Burns, Margaret Pattison and David Smith

Officers in attendance:

Stuart Hampson	Human Resources and Organisational Development Manager
Peter Baines	Senior Democratic Support Officer

32 MINUTES

The minutes of the previous meeting were approved as a correct record.

33 DECLARATIONS OF INTEREST

There were no declarations of interest.

34 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

The chairman informed the meeting that in accordance with Section 100B(4) of the Local Government Act 1972, he had agreed to consider an item of urgent business concerning the recruitment of on-call firefighters at Lancaster Fire Station.

A decision was required urgently to meet the Lancashire Fire and Rescue Service's recruitment deadline.

35 RECRUITMENT OF ON-CALL FIREFIGHTERS FOR LANCASTER FIRE STATION

The committee considered a report which contained updated information from Lancashire Fire and Rescue Service (LFRS), in relation to their request for assistance with the recruitment of on-call firefighters.

It was noted that employees who made an application to become an on-call firefighter would be assessed according to the process that was already in place, on a case by case basis.

Resolved:

That officers be requested to support the recruitment drive through promotional material on the intranet and on noticeboards.

36 EXCLUSION OF THE PRESS AND PUBLIC***Resolved:***

That, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they could involve the possible disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A of that Act.

37 CHIEF OFFICER PAY AND REWARDS REVIEW

The committee considered a report on pay and rewards for Chief Officers, which was exempt from publication by virtue of paragraphs 1 and 2 of schedule 12A of the Local Government Act 1972.

The current pay and rewards structure for Chief Officers was developed following consultation and advice from North West Employers, and approved by Personnel Committee at its meeting on 14th December 2010. Whilst those rates were considered appropriate at the time, the subsequent degree of structural change at the council had given rise to the need for a new review of pay and rewards.

Resolved:

That North West Employers be commissioned to carry out an independent review of Chief Officers' pay and rewards.

38 APPEAL AGAINST DISMISSAL

Members considered an appeal against dismissal.

The Chief Officer (Environment) and an HR Partner presented the case for dismissal. They were then questioned by members of the committee. The appellant and their trade union representative were given the opportunity to question the Chief Officer (Environment) and the HR Partner.

There was an adjournment for a comfort break from 2:10 – 2:20pm.

The appellant subsequently gave evidence, assisted by their trade union representative, followed by questions from the committee, the advisor to the committee (Human Resources and Organisational Development Manager), and the Chief Officer (Environment).

Both parties were invited to summarise their cases.

(The appellant, their trade union representative, the Chief Officer (Environment) and the HR Partner were requested to leave the meeting at 3:00pm. The committee then adjourned to reach its decision, with the HR & OD Manager and Senior Democratic Support Officer present to assist the councillors in formulating a decision. At 3:42pm, the appellant, their trade union representative, the Chief Officer (Environment) and the HR Partner were recalled to the meeting. The findings of the committee were read out).

The chairman thanked both parties for their presentations and the information provided.

Resolved:

After careful consideration of both sides, and information provided in the bundle, the committee resolved to uphold management's decision to dismiss the appellant.

Chairman

(The meeting ended at 3:43pm)

**Any queries regarding these Minutes, please contact
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