

MINUTES OF A MEETING OF THE  
POLICY DEVELOPMENT SCRUTINY  
COMMITTEE HELD IN ROOM 27,  
WALLFIELDS, HERTFORD ON  
WEDNESDAY 7 JUNE 2006 AT 5.30 PM

PRESENT: Councillor Mrs H Goldspink (in the Chair).  
Councillors H G S Banks, A D Dodd,  
Mrs D L E Hollebon, J O Ranger, D Richards.

ALSO IN ATTENDANCE:

Councillors M R Alexander, M G Carver,  
A M Graham, J Hedley, A P Jackson, T Milner,  
D A A Peek, P A Ruffles, M J Tindale.

OFFICERS IN ATTENDANCE:

Philip Thomas	- Interim Executive Director
Gerald Balabanoff	- Interim Director of Organisational Development
Simon Drinkwater	- Director of Corporate Governance
Jeff Hughes	- Head of Democratic Services
Martin Ibrahim	- Senior Democratic Services Officer
Lois Prior	- Head of Communications
Dave Tweedie	- Director of Resources

48 APPOINTMENT OF CHAIRMAN

In the absence of the Chairman at the beginning of the meeting, the Vice-Chairman, Councillor Mrs M H Goldspink, chaired the meeting.

49 APOLOGIES

Apologies for absence were submitted on behalf of Councillors R N Copping, G McAndrew and J D Thornton.

50 VICE-CHAIRMAN'S ANNOUNCEMENTS

The Vice-Chairman welcomed the press and all Members to the meeting. She expressed her unhappiness that the meeting had not been convened for a 7.30 pm start.

RESOLVED ITEMSACTION51 HUMAN RESOURCES SUB-COMMITTEE DECISION

The following decision taken by the Executive meeting on 30 May 2006, had been "called-in" by the Chief Executive in accordance with the provisions of the Council's constitution:

*That the decision of the Human Resources Sub-Committee of 12 May 2006 be funded from the salaries budget.*

Five Members of the Council, Councillors Francis, Goldspink, Graham, Pinnell and Wood had made the request following publication of the Executive Decision Sheets for the meeting on 30 May 2006. No explanation of the reasons behind the request was given. Executive Members Alexander, Carver and Jackson and the Director of Corporate Governance and the Interim Director of Organisational Development had been invited to attend at the request of the Committee Vice-Chairman.

The Vice-Chairman referred to the sensitive nature of this issue and stated that reference should be made to postholder EHCO3 and not to the individual's name. She reminded Members that the matter was being dealt with on the open part of the Agenda, but that if necessary, the press and public could be excluded from the meeting.

ACTION

The Vice-Chairman explained that in respect of the call-in, the Committee had three options. It could accept the Executive's decision, refer the matter back to the Executive for further consideration, or it could refer the matter to Council.

The Vice-Chairman invited Councillor A M Graham to address the Committee.

Councillor A M Graham sought clarification in respect of redundancy matters. The Director of Corporate Governance advised that these matters had been considered by the Human Resources Sub-Committee under delegated authority as the Executive could not deal with staffing matters. The Executive's role was to consider the funding of the decision made by the Human Resources Sub-Committee, therefore the call-in could only refer to the funding issue.

Councillor A M Graham queried the rationale to fund this matter from the salaries budget over a three year period instead of a capital lump sum.

In response, the Leader of the Council stated that the decision had been taken on the basis of best practice and the advice of the Council's Section 151 Officer. The Director of Resources added that funding from capital was not permissible and that it was not unusual to spread the funding over a number of years and was considered accepted practice. The Interim Executive Director commented that this practice had been his experience in other authorities.

Councillor A M Graham queried whether the Executive, in making its decision, had given consideration to other issues and whether this was in full and final settlement.

The Interim Director of Organisational Development advised that the Employment Tribunal proceedings had been withdrawn, albeit the processing might still have to be

ACTION

completed. He confirmed that the decision reached was in full and final settlement.

Council A M Graham asked whether it had been appropriate to fund legal costs from the salaries budget. The Leader of the Council responded by referring to the cost of the settlement reached and the unanimous decision made by the Human Resources Sub-Committee.

In response to a question from Councillor H G S Banks, the Director of Resources confirmed that previous severance payments had been funded from salaries budgets and that this was the usual practice.

Councillor J O Ranger moved and Councillor H G S Banks seconded a motion as follows:

“This Committee accepts the decision of the Executive that the decision of the Human Resources Sub-Committee of 12 May 2006 be funded from the salaries budget.”

After being put to the meeting and a vote taken, the motion was declared CARRIED, with no votes against.

RESOLVED - that this Committee accepts the decision of the Executive that the decision of the Human Resources Sub-Committee of 12 May 2006 be funded from the salaries budget.

The meeting closed at 5.55 pm.

Chairman	.....
Date	.....