

If you would like any further information or have any special requirements in respect of this Meeting, please contact Ann Good, Democracy Manager on 01507 329451

Tel: (01507) 601111 Ext. 395
Low Call No: 08446 601111
Mini-com No: (01507) 329555
Fax: Louth (01507) 600206
Email: ann.good@e-lindsey.gov.uk
Website: www.e-lindsey.gov.uk

Date: Monday, 3 August 2009

Dear Councillor,

Employment Committee

You are invited to attend a Meeting of the **Employment Committee** to be held in **Committee Room One, Tedder Hall, Manby Park, Louth on Wednesday, 12th August, 2009 at 10.00 am**, for the transaction of the business set out in the attached Agenda.

Yours sincerely,



Nigel Howells
Chief Executive

Conservative

Councillors D. Andrews, S.M. Avison (Chairman), G.M. Gooding and K.S. Smith

East Lindsey Independent Group

Councillors G. Allan, Mrs. S. Campbell-Wardman and Mrs. J. Harrison

Labour

Councillor J.D. Hough

Liberal Democrat

Councillor Mrs. F.M. Martin

EMPLOYMENT COMMITTEE AGENDA
Wednesday, 12 August 2009

Item	Subject	Page No.
1.	APOLOGIES FOR ABSENCE:	
2.	DECLARATIONS OF INTEREST (IF ANY): Please refer to the attached sheet.	1 - 2
3.	MINUTES: To confirm the Open and Exempt Minutes of the Meeting held on 16 April 2009.	3 - 8
4.	EXCLUSION OF THE PUBLIC AND PRESS: To consider excluding the public and press for the following item and if appropriate the Chairman to move:- That under Section 100(a)(4) of the Local Government Act 1972, the press and public be excluded from the Meeting for the following item on the grounds that, if they were present, there could be disclosed to them exempt information as defined in paragraphs 1 and 2 of Schedule 12A of the Local Government Act (as amended).	
5.	APPEAL AGAINST DISMISSAL: Confidential Report of the Business Manager, Workforce and Organisational Development.	9 - 106

DECLARING PERSONAL INTERESTS

You have a **personal interest** in any business of the Council where it relates to or might affect:

- a) An interest that you must register
- b) An interest that you haven't registered but where the well-being or financial position of you, your family or people with whom you have a close association are likely to be affected more than the general population

If you declare a **personal interest** you can remain in the meeting and may speak and/or vote on the matter unless your personal interest is also a **prejudicial interest**

You must declare a personal interest before the matter is discussed or as soon as it becomes apparent to you. Even if you have registered your interest you must still declare it when related matters are discussed unless an **exemption** applies.

An **exemption** applies where your interest arises solely from your membership of, or position of control or management on any body to which you were nominated by Council and/or any other body of a public nature (eg another local authority). In these exceptional cases, provided you do not have a prejudicial interest you only need to declare an interest if and when you speak on the matter

DECLARING PREJUDICIAL INTERESTS

Your personal interest will also become a **prejudicial interest** if all of the following conditions are met:

- a) The matter does not fall within one of the exemptions
- b) The matter affects your financial interests or relates to a licensing or regulatory matter
- c) A member of the public who knows the relevant facts would reasonably think that your personal interest is so significant that it is likely to prejudice your judgement of the public interest

If you have a prejudicial interest you must declare it as soon as it becomes apparent to you. You must then immediately leave the room unless a public speaking scheme applies in which case you must leave immediately afterwards. **You may not remain in the public gallery**. In addition you must not seek to improperly influence a decision in which you have a prejudicial interest.

Finally if in any doubt whatever contact:

Eleanor Hoggart - Monitoring Officer - 01522 552542 - email eleanor.hoggart@lincshshire.gov.uk or

Peter Hickson Deputy Monitoring Officer - Ext 245 - email peter.hickson@e-lindsey.gov.uk

Ann Good, Democracy Manager/Member Services Ext 395 or any Member Services Officer

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Minutes of the Meeting of the Employment Committee held in the Committee Room One, Tedder Hall, Manby Park, Louth on Thursday, 16th April, 2009 at 2.00 pm.

PRESENT

Councillor S.M. Avison (Chairman)

Councillors G. Allan, Mrs. S. Campbell-Wardman, Mrs. S. Gorst, J.D. Hough, Mrs. F.M. Martin and K.S. Smith.

OFFICER IN ATTENDANCE:

Tony Lascelles	- Business Manager, Workforce and Organisational Development
Katie Odling	- Senior Member Services Officer
Roy Ormsby	- Business Manager, Street Scene
Rachel Spencer	- HR Officer

Also in Attendance:

Mr. Waldock – Dismissed Employee
Mrs. R. Wilkins – GMB Representative

1. APOLOGIES FOR ABSENCE:

Apologies for absence were received from Councillors Mrs. Watson, Dr. L.D. Taffinder and D. Smith.

2. DECLARATIONS OF INTEREST (IF ANY):

At this point in the Meeting, Members were invited to declare any relevant interests. No such interests were received.

3. MINUTES:

The Open Minutes of the Meeting held on 1st October 2007, the Exempt Minutes of the Meeting held on 1st October 2007, and the Minutes of the Special Meeting held on 21st May 2008, were confirmed and signed as a correct record.

4. EXEMPT INFORMATION:

RESOLVED

That under Section 100(a)(4) of the Local Government Act 1972, the press and public be excluded from the Meeting for the following item on the grounds that, if they were present, there could be disclosed to them exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act (as amended).

5. APPEAL AGAINST DISMISSAL:

Members considered a confidential report regarding an Appeal against dismissal from an employee who was dismissed on Friday 12 December 2008.

RESOLVED

That the Appeal against dismissal as detailed in the exempt report presented be not upheld.

The meeting closed at 4.50 pm

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Agenda Item 5

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