

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

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Date: Tuesday, 22 November 2011

Dear Councillor,

Employment Committee

You are invited to attend a Meeting of the **Employment Committee** to be held in **Council Chamber 3, Tedder Hall, Manby Park, Louth on Thursday, 1st December, 2011 at 10.00 am**, for the transaction of the business set out in the attached Agenda.

Yours sincerely,



Nigel Howells
Chief Executive

Conservative

Councillors S.M. Avison, D.R. Edginton, K.S. Smith and S. Watson

East Lindsey Independent Group

Councillors A.W.H. Ferryman and R. Harvey

Labour

Councillors M.C. Anderson and P. Prince

District Independent/Liberal Democrat

Councillor Mrs. S. Campbell-Wardman

EMPLOYMENT COMMITTEE AGENDA
Thursday, 1 December 2011

Item	Subject	Page No.
1.	ELECTION OF CHAIRMAN:	
2.	APOLOGIES FOR ABSENCE:	
3.	DECLARATIONS OF INTEREST (IF ANY): Please refer to the attached sheet.	1 - 2
4.	MINUTES: To confirm the Open and Exempt Minutes of the Meeting held on 27 th June 2011.	3 - 10
5.	EXCLUSION OF PUBLIC AND PRESS: To exclude the public and press for the following item: 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 to the Act (as amended).	
6.	APPEAL AGAINST DISMISSAL: Confidential report from the Head of Human Resources.	11 - 66

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@lincolnshire.gov.uk or

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

NB: The information contained above relates to the Code of Conduct adopted by East Lindsey District Council.

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Open Minutes of a Meeting of the Employment Committee held in Committee Room One, Tedder Hall, Manby Park, Louth on Monday, 27th June, 2011 at 10.00 am.

PRESENT

Councillors M.C. Anderson, S.M. Avison, Mrs. S. Campbell-Wardman, D.R. Edginton, R. Harvey, P. Prince, K.S. Smith and S. Watson.

OFFICERS IN ATTENDANCE:

Mark Humphreys	- Business Manager, Sports Facilities
Ann Good	- Democracy Manager
Tony Lascelles	- Head of Human Resources (CPBS)
Colin Todd	- GMB Representative
John Stephens	- Dismissed Employee

10. ELECTION OF CHAIRMAN:

Councillor S. M. Avison was duly nominated and upon being put to the vote it was

RESOLVED

That Councillor S.M. Avison be elected as Chairman of the Employment Committee for this meeting only.

11. APOLOGIES FOR ABSENCE:

An apology for absence was received from Councillor A. Ferryman.

12. DECLARATIONS OF INTEREST (IF ANY):

Councillor Prince declared a personal interest in respect of Minute No. 14 due to being a union official for UNITE and remained in the meeting during discussion and voting thereon.

13. MINUTES:

The Open and Exempt Minutes of the meeting held on 30 July 2010 were confirmed as correct records.

14. 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 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).

15. APPEAL AGAINST DISMISSAL:

A confidential report was presented to consider an appeal against dismissal from an employee who was made redundant on 31 March 2011.

RESOLVED

- 1) That the appeal decision be deferred and the Chief Executive be requested to use his delegated authority to reach an agreement with the employee.
- 2) That the Employment Committee be re-convened if an agreement is not reached following the deferment.

The meeting closed at 1.05 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 6

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