

Minutes of a Meeting of the Employment Committee held in Committee Room One, Tedder Hall, Manby Park, Louth on Monday, 31st October, 2016 at 10.05 am.

PRESENT

Councillors David Andrews, Tom Ashton, David Buckley, Dick Edginton, Paul Hibbert-Greaves, Rosalind Jackson, Jill Makinson-Sanders and Mel Turton-Leivers.

OFFICERS IN ATTENDANCE:

Esther Belton	- Operations Support Manager - (Markets and Waste)
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Nick Davis	- Team Leader, Waste Services
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Rachel Robinson	- HR Service Manager (Interim), CPBS
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Anna Waddell	- HR Business Partner, CPBS
	-
Ann Good	- Senior Democratic Services Officer & Civic Officer
	-
Amy Makinson-Sanders	- HR Business Partner, CPBS
	-

Also in attendance were Colin Todd, (Employee Representative) and the dismissed employee.

1. APOLOGIES FOR ABSENCE:

It was noted that, in accordance with Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, notice had been given that Councillor Ashton had been appointed to the Committee in place of Councillor Stuart Watson, Councillor Jackson had been appointed to the Committee in place of Councillor Howard and Councillor Turton-Leivers in place of Councillor Jones.

2. ELECTION OF CHAIRMAN:

Councillor Edginton was duly nominated and it was

RESOLVED

That Councillor Edginton be elected as Chairman of the Employment Committee for this meeting only.

COUNCILLOR EDGINTON IN THE CHAIR

3. DISCLOSURES OF INTEREST:

At this point in the Meeting Members were invited to declare any relevant interests, Councillor Makinson-Sanders asked that it be noted that a

relative of hers was employed by Compass Point Business Services, Human Resources Department and had been the author of one of the emails included in the pack. In addition, the relative was present as an observer today.

4. MINUTES:

The Minutes of the Meeting held on Monday 29 June 2015 were confirmed and signed as a correct record subject to the following amendment:

That Councillor Bowkett was not present at the Meeting, Councillor Ashton being noted as her substitute. Councillor Williams had substituted for Councillor Hibbert-Greaves.

5. EXCLUSION OF PUBLIC AND PRESS:

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 & 2 of Part 1 of Schedule 12A to the Act (as amended).

6. APPEAL AGAINST DISMISSAL:

A report was presented that considered an Appeal against dismissal from an employee who was dismissed with effect from 21 September 2016.

The Chairman advised that the Committee had deliberated at great length and after much thought the decision it was

RESOLVED

- 1) That the public and press be invited to re-join the meeting;
- 2) That the Appeal be dismissed;
- 3) That a recommendation be made that in future, Investigating Officers are not sourced from the department subject to investigation.

Mrs Robinson (HR) advised that the employee would receive a written confirmation of the decision.

The meeting closed at 1.27 pm.