



# Rutland County Council

Catmose Oakham Rutland LE15 6HP

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Minutes of the **MEETING of the EMPLOYMENT AND APPEALS COMMITTEE** held in the Council Chamber, Catmose, Oakham, LE15 6HP on Tuesday, 10th October, 2023 at 7.00 pm

**PRESENT:** Councillor S Harvey (Chair) Councillor D Ellison (Vice-Chair)  
Councillor M Farina Councillor S McRobb  
Councillor C Wise Councillor R Payne  
Councillor A Johnson

**ABSENT:** Councillor G Waller

**OFFICERS PRESENT:** Carol Snell Head of Human Resources  
Kirsty Nutton Strategic Director for Resources  
David Ebbage Democratic Services Officer

## 1 WELCOME AND APOLOGIES

Apologies were received from Councillor G Waller. Councillor R Payne attended the meeting as the representative for Councillor G Waller.

## 2 MINUTES

Consideration was given to the minutes of the meetings held on 17 April 2023.

It was moved by Councillor S Harvey and seconded that the minutes of the 17 April 2023 meeting be approved.

## RESOLVED

- a) That the minutes of the meetings held on 17 April 2023 be **APPROVED**.

## 3 DECLARATIONS OF INTEREST

There were no declarations of interest.

## 4 APPOINTMENT OF VICE-CHAIRMAN

Nominations were invited for the position of Vice Chair of the Employment and Appeals Committee for the Municipal Year 2023-24.

Councillor D Ellison proposed, and this was seconded to be Vice-Chairman to the Employment and Appeals Committee, there were no other nominations. Upon being put to the vote this was unanimously carried.

## **RESOLVED**

- a) That Councillor D Ellison be **APPOINTED** Vice-Chairman of the Employment and Appeals Committee for the municipal year 2023-24

## **5 PETITIONS, DEPUTATIONS AND QUESTIONS**

No petitions deputations or questions had been received.

## **6 QUESTIONS FROM MEMBERS**

No questions with notice from Members had been received.

## **7 NOTICES OF MOTION**

No notices of motion had been received.

## **8 HR POLICY**

Report No.147/2023 was introduced by Carol Snell, Head of Human Resources.

The report was asking for approval to the refreshed Restructure Policy. The Council's Restructure Policy provided us with a clear framework that enabled the Council to effectively manage employee implications arising from organisational change e.g. restructures.

The Head of Human Resources briefly went through the proposed changes with Members and Members were then able to ask questions on the policy.

Members were overall very happy with the refreshed policy and thought it was very well written.

It was moved by Councillor S Harvey and seconded that the recommendations be approved. Upon being put to the vote, the motion was unanimously carried.

## **RESOLVED**

That Committee:

- a) **APPROVED** the updated Restructure Policy.

## **9 DISMISSAL APPEAL HEARINGS**

Carol Snell, Head of Human Resources recently proposed at the Constitution Commission an amendment on the Council's officer procedure rules and within the Constitution with regards to hearing of appeals when an employee has been dismissed by the Council.

The proposal was put forward to move away from a Member appeal process and for it to be managed by officers. This would be consistent with the Council's Probation and Grievance Policies.

Members were in agreement with the proposal and felt it was the appropriate approach to take having an appeals process in place without Member involvement.

It was moved by Councillor S Harvey and seconded that the proposal be approved. Upon being put to the vote, the motion was unanimously carried.

## **RESOLVED**

That Committee:

- a) **APPROVED** that any appeals against a dismissal arising from any employment process would be heard by an Officer led appeals panel.

## **10 ANY URGENT BUSINESS**

The Chair wanted a piece of work to take place on the level of vacancies and future staff retention within the Council. To look at and analyse staff movements per year in each department and if there are any departmental initiatives taking place. It was agreed for a meeting to take place next year around this.

As it was the Head of Human Resources last meeting before leaving the authority, the Chair thanked them for all their knowledge, help and hard work on this Committee.

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**The Chairman declared the meeting closed at 7.50pm.**

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