

AGENDA

Meeting: SENIOR OFFICERS EMPLOYMENT SUB-COMMITTEE
Place: Committee Room VII - County Hall, Trowbridge
Date: Thursday 19 April 2012
Time: 10.00 am

Please direct any enquiries on this Agenda to Roger Bishton, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 713 035 or email roger.bishton@wiltshire.gov.uk

Press enquiries to Communications on direct lines (01225)713114/713115.

This Agenda and all the documents referred to within it are available on the Council's website at www.wiltshire.gov.uk

Membership:

Cllr Mike Hewitt
Cllr Jon Hubbard

Cllr John Noeken

AGENDA

Part 1

Items to be considered when the meeting is open to the public

1. **Election of Chairman**

To elect a Chairman for the meeting

2. **Minutes** *(Pages 1 - 4)*

To confirm the minutes of the meeting held on 2 December 2011. (copy attached).

3. **Apologies for Absence**

4. **Declarations of Interest**

Councillors are requested to declare any personal or prejudicial interests or dispensations granted by the Standards Committee.

5. **Chairman's Announcements**

6. **Public Participation**

The Council welcomes contributions from members of the public.

Statements

If you would like to make a statement at this meeting on any item on this agenda, please register to do so at least 10 minutes prior to the meeting. Up to 3 speakers are permitted to speak for up to 3 minutes each on any agenda item. Please contact the officer named above for any further clarification.

Questions

To receive any questions from members of the public or members of the Council received in accordance with the constitution. Those wishing to ask questions are required to give notice of any such questions in writing to the officer named above no later than **5.00pm on Thursday 12 April 2012**. Please contact the officer named on the first page of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

Details of any questions received will be circulated to Committee members prior to the meeting and made available at the meeting and on the Council's website.

7. **Exclusion of the Press and Public**

To consider passing the following resolution:

To agree that in accordance with Section 100A(4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Item Numbers 8 & 9 because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 1 of Part I of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

Part II

Item during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed

8. **Termination of Employment on Grounds of Redundancy - Service Director A_(Pages 5 - 8)**

A confidential report by the Corporate Leadership Team is attached.

9. **Termination of Employment on Grounds of Redundancy - Service Director B_(Pages 9 - 12)**

A confidential report by the Corporate Leadership Team is attached.

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SENIOR OFFICERS' EMPLOYMENT SUB-COMMITTEE

MINUTES OF THE SENIOR OFFICERS' EMPLOYMENT SUB-COMMITTEE MEETING HELD ON FRIDAY 2 DECEMBER 2011 AT COUNTY HALL, BYTHESEA ROAD, TROWBRIDGE.

Present:

Cllr Mike Hewitt, Cllr Jon Hubbard and Cllr John Noeken

9. Election of Chairman

On being proposed and duly seconded, it was

Resolved:

That Councillor John Noeken be elected Chairman of this meeting.

Councillor John Noeken in the Chair

10. Minutes

The minutes of the meeting held on 2nd November 2011 were approved as a correct record and signed by the Chairman.

11. Apologies for Absence

All members were present.

12. Declarations of Interest

There were no declarations of interest.

13. Chairman's Announcements

No announcements were made.

14. **Public Participation**

No requests for public participation had been received.

15. **Exclusion of the Press and Public**

Resolved:

That in accordance with Section 100A(4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Minute Number 16 below as it was likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 1 of Part I of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

16. **Termination of Employment on Grounds of Redundancy - Corporate Director**

The Chairman presented a confidential report concerning a recommendation to terminate the employment of Mr Mark Boden, the Corporate Director for Neighbourhood and Planning.

This arose from the senior management restructuring approved by Cabinet at its meeting on 6 October 2011 which deleted two posts; the Chief Executive and one Corporate Director. The deletion of both posts would deliver savings of £400,000 per annum.

It was noted that following the selection process, the Officer's Appointments Committee did not appoint Mr Boden to one of the Corporate Director posts. Consequently, Mr Boden was invited to volunteer for redundancy. The Chairman confirmed that Mr Boden had submitted an application for voluntary redundancy within the permitted timescale. Suitable alternative employment options had been explored with the result that no suitable alternative employment was available. The Chairman assured the Sub-Committee that the Council's redundancy policy and procedure for senior officers had been followed.

Details of the redundancy package in accordance with the Council's redundancy policy were presented for the Sub-Committee's information.

The Sub-Committee was therefore asked to approve the termination of Mr Boden's employment on the grounds of redundancy.

Resolved:

That the Senior Officers' Employment Sub-Committee approve the termination of the employment of Mr Mark Boden on the grounds of redundancy with effect from 9 December 2011, subject to consultation with the Leader and Cabinet members in accordance with the Officer Employment Procedure Rules.

(Duration of meeting: 4.10pm – 4.30pm)

The Officer who has produced these minutes is Yamina Rhouati, of Democratic & Members' Services, direct line 01225 718024,
e-mail yamina.rhouati@wiltshire.gov.uk

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