

## SENIOR OFFICERS EMPLOYMENT SUB-COMMITTEE

---

MINUTES of a MEETING held at COUNTY HALL, TROWBRIDGE on TUESDAY 18 AUGUST and THURSDAY 3 SEPTEMBER, 2009.

PRESENT: Mr M Hewitt, Mr D Jenkins and Mrs JA Scott.

Mr J Thomson also attended the reconvened meeting on 3 September 2009.

7. **Membership of the Sub-Committee** The Clerk to the Sub-Committee reported the membership of the Sub-Committee as Mr M Hewitt, Mr D Jenkins and Mrs JA Scott.

8. **Election of Chairman**

**Resolved:** To elect Mrs JA Scott as Chairman for the meeting.

Mrs JA Scott in the Chair

9. **Exclusion of the Public**

**Resolved:** 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 minute number 10 below 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.

10. **Termination of Employment on Grounds of Redundancy – Department of Community Services** Consideration was given to a confidential report by the Corporate Director of Community Services which sought approval to terminate the employment of Mrs Pauline Palmer, Service Director for Libraries, Heritage & the Arts, on grounds of redundancy on terms as set out in the report.

The Corporate Director explained that the Department of Community Services had been reviewing its structures in the light of the new Unitary Council and the ambitions of the Council for resilient communities. Three of the four branches of the Department were undergoing or had undergone significant changes and the remaining branch, namely, Libraries, Heritage and the Arts, was also in need of a major refocus as a consequence of the One Council and the very different role it would have in the future.

Taking all these factors into account and the need to ensure efficiencies across the Council it was proposed that the functions Mrs Palmer was currently responsible for were managed as follows:

- The Service Director responsible for Community Leadership and Governance take on the management of the service.
- The direct reports to the post will be managed by the Service Director for Community Leadership and Governance and their roles will be reviewed as part of a customer focussed/lean review of the library services due to take place late in the financial year.
- The Head of Heritage Services also takes on the role of Head of Arts, thus reducing the number of senior officers and becomes lead for co-ordinating the Cultural Strategy across the Council.
- The Central Services Team Manager reports to a Head of Service for an interim period until the department completes a review of the administrative staff.
- Additional support in the form of a project manager is provided to the Service Director to take forward the review of the service over the coming year.

Members sought clarification and further information regarding this and after further discussion,

**Resolved: To adjourn the meeting until Thursday 3 September 2009 to allow time for the officers to gather the additional information requested.**

On reconvening on 3 September 2009, the Committee received additional information as requested and after further discussion,

**Resolved: To terminate the employment of Mrs P Palmer, Service Director for Libraries, Heritage & the Arts on the grounds of redundancy and that she receives pension benefits in accordance with the Council's severance scheme.**

(Duration of meeting:

18 August 2009: 3.00pm – 3.35pm & 3 September 2009: 4.00pm – 4.15pm)

The Officer who has produced these minutes is Roger Bishton, Democratic & Members' Services, direct line (01225) 713035 or e-mail

[roger.bishton@wiltshire.gov.uk](mailto:roger.bishton@wiltshire.gov.uk)