

**MINUTES OF A MEETING OF THE EMPLOYMENT AND APPEALS COMMITTEE  
HELD AT COUNTY HALL, LLANDRINDOD WELLS ON  
THURSDAY 22<sup>ND</sup> MAY 2014**

**PRESENT:**

County Councillors P.J. Ashton, S.M. Hayes, A. Holloway, D.C. Jones, P.E. Lewis, S. McNicholas, P.J. Medlicott, D.W. Meredith, R.H. Mills, G.W. Ratcliffe, K.M. Roberts-Jones and J.M. Williams

<b>1.</b>	<b>ELECTION OF CHAIRMAN</b>	<b>EAC8 – 2014</b>
-----------	-----------------------------	--------------------

**RESOLVED that County Councillor J.G. Morris be elected Chairman for the ensuing year.**

<b>2.</b>	<b>ELECTION OF VICE-CHAIRMAN</b>	<b>EAC9 – 2014</b>
-----------	----------------------------------	--------------------

**RESOLVED that County Councillor J.M. Williams be elected Vice-Chairman for the ensuing year.**

<b>3.</b>	<b>APOLOGIES</b>	<b>EAC10 – 2014</b>
-----------	------------------	---------------------

Apologies for absence were received from County Councillors G.D. Price. J.G. Shearer and A. York.

<b>4.</b>	<b>DECLARATIONS OF INTEREST</b>	<b>EAC11 – 2014</b>
-----------	---------------------------------	---------------------

There were no declarations of interest reported.

<b>5.</b>	<b>MINUTES</b>	<b>EAC12 – 2014</b>
-----------	----------------	---------------------

The Chair was authorised to sign the minutes of the meeting held on 4<sup>th</sup> February 2014 as a correct record.

**Matters Arising**

In answer to a Member's question, the Head of Professional Services and Commissioning advised that 198 staff had left under the voluntary severance scheme, at a cost of approximately £3m but with an ongoing saving of £4m. These figures did not include schools where there was a separate exercise underway.

6.	<b>APPOINTMENT OF HEAD OF SCHOOLS</b>	<b>EAC13 – 2014</b>
----	---------------------------------------	---------------------

**RESOLVED** that County Councillors **J.G. Morris, S. McNicholas, D.W. Meredith, G.D. Price, G.W. Ratcliffe, K.M. Roberts-Jones and A. York** be appointed to the **Shortlisting Sub-Committee** and the **Appointments Sub-Committee** for the appointment of the **Head of Schools**.

6.	<b>UPDATE ON CASE LOAD</b>	<b>EAC14 – 2014</b>
----	----------------------------	---------------------

The Committee was advised that there were 27 live cases ongoing: 20 disciplinary, 1 fairness and dignity at work, 5 grievance and 1 performance and capability. This compared to 37 cases in February and over 100 cases at this time last year. Key to the turnaround in the figures had been the earlier intervention of HR with managers. 68 cases had been closed before having to go to appeal. To reinforce the fact that responsibility rested with managers, HR had redrafted employment policies and had arranged training which would, in future, be mandatory. For those cases which had gone to appeal, it was felt that there were learning opportunities for managers where things had gone wrong, and HR officers were asked to write to them as a guide for future reference.

The Chairman commended officers for their work in bringing the caseload down and Members for participating on appeals hearings.

The Head of Professional Services and Commissioning gave an update on the restructuring of HR. There were a number of posts still to be filled but HR had made the savings required, as had the Professional Services department as a whole. Officers were asked to provide Members with a list of staff in each department once restructuring had been completed.

J.G. MORRIS  
Chairman