

## **Lancashire County Council**

### **Employment Appeals Committee**

**Minutes of the Meeting held on Tuesday, 28th November, 2017 at 10.00 am in Committee Room 'D' (The Henry Bolingbroke Room) - County Hall, Preston**

#### **Present:**

County Councillor Peter Britcliffe (Chair)

#### **County Councillors**

K Ellard

J Mein

C Edwards

A Schofield

County Councillor C Edwards replaced County Councillor J Shedwick at this meeting.

#### **Other people in attendance:**

Laura Sales, Director of Legal and Democratic Services, and Chris Mather, Democratic Services Manager, attended the meeting to provide advice and guidance on the Committee's terms of reference, proceedings and consideration of the two appeals against dismissal.

Deborah Barrow, Head of Human Resources, attended to present evidence and information in relation to the process adopted in relation to the restructure and the subsequent recruitment process.

County Councillor P Williamson, who had sat on the Employment Committee during the interviews for the various Executive Director and Director posts, also attended to answer any questions in the absence of the Employment Committee chair who was unable to attend the meeting. Councillor Williamson was, in accordance with Standing Order 19(1), permitted to speak on the two appeals set out in the agenda.

#### **1. Employment Appeals Committee - Appointment of Chair, Membership and Terms of Reference**

The Committee received a report which set out the membership and terms of reference of the Committee.

The Committee was also asked to confirm the nomination of County Councillor P Britcliffe as chair of the Committee. No other nominations were proposed.

**Resolved:**

- (i) That the membership and terms of reference of the Employment Appeals Committee, as presented and discussed, be noted.
- (ii) County Councillor P Britcliffe be appointed as chair of the Employment Appeals Committee.

**2. Apologies**

None.

**3. Disclosure of Pecuniary and Non-Pecuniary Interests**

None.

**4. Exclusion of Press and Public**

**Resolved:** That the press and members of the public be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part 1 of Schedule 12A to the Local Government Act 1972. It was considered that in all the circumstances the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**5. Appeal Against Dismissal (1)**

(Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The Committee considered a report in relation to the submission of an appeal against selection for redundancy following the implementation of the Council's new senior management structure.

The Committee gave careful consideration to the information submitted by the appellant and members questioned the two witnesses, Deborah Barrow and County Councillor Phillippa Williamson, on the recruitment process including the interview arrangements and questions, scoring and weighting methodology, and the candidates' rankings following interview as agreed by the Employment Committee.

The two witnesses left the room to enable the committee to determine the appeal. Following detailed and lengthy discussion it was moved and seconded "That the appeal against selection for redundancy be dismissed". An amendment to the motion was then moved and seconded. Upon being put to the vote the

amendment was lost with two in favour and three against the amendment, and it was:

**Resolved:** That the appeal against selection for redundancy be dismissed.

## **6. Appeal Against Dismissal (2)**

(Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The Committee considered a report in relation to the submission of an appeal against selection for redundancy following the implementation of the Council's new senior management structure.

The Committee gave careful consideration to the information submitted by the appellant and members questioned the two witnesses, Deborah Barrow and County Councillor Phillippa Williamson, on the recruitment process including the interview arrangements, questions and scoring and weighting methodology, and the candidates' rankings following interview as agreed by the Employment Committee.

The two witnesses left the room to enable the committee to determine the appeal. Following detailed and lengthy discussion it was moved and seconded "That the appeal against selection for redundancy be dismissed". An amendment to the motion was then moved and seconded. Upon being put to the vote the amendment was lost with two in favour and three against the amendment, and it was:

**Resolved:** That the appeal against selection for redundancy be dismissed.

I Young  
Director of Governance, Finance  
and Public Services

County Hall  
Preston