

**EMPLOYMENT COMMITTEE**  
**20 JUNE 2012**  
**7.30 - 7.50 PM**



**Present:**

Councillors McLean (Chairman), Mrs Birch (Vice-Chairman), Allen, Angell, Davison, Leake, Mrs Temperton and Worrall

**In Attendance:**

Tony Madden, Chief Officer: Human Resources

**1. Declarations of Interest**

There were no declarations of interest.

**2. Minutes from previous meeting**

**RESOLVED** that the minutes of the meetings held on 1 May 2012 and 16 May 2012 be approved as a correct record and signed by the Chairman.

**3. Minutes of Sub Groups**

The Committee noted the minutes of the Local Joint Committee held on 16 May 2012 and noted that the Local Joint Committee scheduled on 29 May 2012 had been cancelled.

**4. Environment, Culture & Communities - Reorganisation in Landscape Services**

The Chief Officer: Human Resources reported that the Executive on 10 January 2012 had determined that the landscape nursery in Binfield was surplus to operational need. More cost effective alternative arrangements had been made to buy in plants rather than grow them on the Council's own site.

The staffing needs had been reviewed and the changes had meant that there was no longer a need for either the Team Leader (Nursery) or the Assistant Nurseryman posts. Both had been placed 'at risk' and the Team Leader (Nursery) postholder had volunteered for redundancy. After careful consideration this had been accepted; the other postholder Assistant Nurseryman had been redeployed.

The Chief Officer: Human Resources agreed to provide Cllr Leake with a response around whether plants would continued to be grown at the alternative site.

It was **RESOLVED** that the deletion of the post detailed in Exempt Appendix A (Team Leader Nursery) of the agenda papers be approved, with effect from 31 July 2012 and the post-holder be declared redundant in accordance with the terms set out in Exempt Appendix A with the costs being met from the Structural Changes Reserve Fund.

**5. South Hill Park- Project Manager Post**

The Chief Officer: Human Resources stated that the report before members sought the approval to the redundancy of a Project Manager in the Leisure & Culture division of the Environment, Culture and Communities directorate.

The Chief Officer reported that this had been a Fixed Term Contract, funded by the Heritage Lottery Funding whose funding had now ended. The post had also received some funds from the Council's Capital Programme.

It was **RESOLVED** that the deletion of the post identified in Exempt Appendix A of the agenda papers (Project Manager), be approved with effect from 31 July 2012 and the redundancy payment be authorised from the Capital Programme; the capitalised cost of pension would be met from the Structural Changes Reserve Fund.

6. **Annual Performance Report on Early Retirements and Redundancies**

The Chief Officer: Human Resources stated that the report outlined current policy on severance issues; showed the capital costs and savings on early retirements/redundancies and reported on ill health requirements. In line with established practice, the report summarised the Council's performance during the last financial year 2011-12.

Members noted the report.

7. **Exclusion of Public and Press (S100A)**

**RESOLVED** that pursuant to section 100A of the Local Government Act 1972, as amended, members of the public and press be excluded from the meeting for consideration of agenda items 10 and 11 which involved the likely disclosure of exempt information under category 1 of Schedule 12A of that Act:

- (1) Information relating to any individual

8. **Exempt Appendix: Environment, Culture & Communities - Reorganisation in Landscape Services**

The information in the Exempt Appendix was noted.

9. **Exempt Appendix: South Hill Park - Project Manager Post**

The information in the Exempt Appendix was noted.

10. **Date of Next Meeting**

10 October 2012

**CHAIRMAN**