

HUMAN RESOURCES COMMITTEE

Minutes of the proceedings at a meeting of the Human Resources Committee held in the District Council Chamber, Kendal Town Hall, on Friday, 16 December 2022, at 3.00 p.m.

Present

Councillors

Rachael Hogg (Chairman)

Pat Bell

Eamonn Hennessy

Apologies for absence were received from Councillors Ali Jama (Vice-Chairman), Matt Severn, Heather Troughton, Janet Willis and Shirley-Anne Wilson.

Officers

Julia Krier	Legal, Governance and Democracy Senior Specialist (Monitoring Officer)
Simon McVey	Director of Strategy, Innovation and Resources
Adam Moffatt	Legal, Governance and Democracy Specialist
Charles Officer	HR Lead Specialist
Helen Smith	Finance Lead Specialist (Section 151 Officer)
Anne Palmer	Legal Director at Bevan Brittan LLP

Apologies for absence were received from Lawrence Conway (Chief Executive).

HR/8 MINUTES

RESOLVED – That the Chairman be authorised to sign, as a correct record, the minutes of the Human Resources Committee meeting held on 14 June 2022.

HR/9 DECLARATIONS OF INTEREST

No declarations of interest were raised.

HR/10 LOCAL GOVERNMENT ACT 1972 - EXCLUDED ITEMS

RESOLVED - That the item in Part II of the Agenda be dealt with following the exclusion of the press and public.

HR/11 PRESS AND PUBLIC

RESOLVED - That, under Section 100(A)(4) of the Local Government Act 1972, the press and public, be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12 A of the Act as amended by the Local Government (Access to Information) (Variation) Order 2006 by virtue of the paragraphs indicated.

HR/12**CONFIDENTIAL EMPLOYMENT MATTER**

- *Paragraph 1 - Information relating to any individual.*
- *Paragraph 2 - Information which is likely to reveal the identity of an individual.*
- *Paragraph 4 - Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.*
- *Paragraph 5 - Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.*

Note – The Legal, Governance and Democracy Senior Specialist (Monitoring Officer) confirmed that Anne Palmer, Legal Director at Bevan Brittan LLP (external solicitors engaged by the council) had joined the meeting via Teams.

The Human Resources Lead Specialist, Finance Lead Specialist (Section 151 Officer), Legal, Governance and Democracy Senior Specialist (Monitoring Officer) and Anne Palmer presented the report in relation to a Confidential Employment Matter.

Members debated the proposals and expressed their support.

The recommendations were proposed and seconded and following a vote, it was unanimously

RESOLVED – That

- (1) The terms of a settlement agreement, as outlined in the report, concerning the position of Chief Executive prior to vesting day of the new Authority be approved; and
- (2) Council be recommended to:-
 - a) accordingly terminate the employment of the post-holder of the Chief Executive and Head of Paid Service; and
 - b) authorise the Legal, Governance and Democracy Senior Specialist (Monitoring Officer), in conjunction with the Finance Lead Specialist (Section 151 Officer) and Chair of Human Resources Committee and the Leader of the Council, concerning those elements that have a financial implication, to negotiate and agree an appropriate settlement agreement with the Chief Executive.

The meeting ended at 3.27 p.m.