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SOUTHAMPTON CITY COUNCIL  
EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 22 April 2015

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Present: Councillors B Harris (Vice-Chair), Chamberlain, Mintoff, Noon, Tucker and White

27. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

It was noted that following receipt of the temporary resignation of Councillors McEwing and Whitbread from the Committee, the Head of Legal and Democratic Services, acting under delegated powers, had appointed Councillors Tucker and Mintoff respectively to replace them for the purposes of this meeting.

COUNCILLOR B HARRIS (VICE-CHAIR) IN THE CHAIR

28. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

RESOLVED that the minutes of the meeting held on 11<sup>th</sup> March 2015 be approved and signed as a correct record.

29. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of the confidential items below.

This is based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules. The information contained therein is potentially exempt as it relates to individual personal details and information held under the Data Protection Act 1998.

Having applied the public interest test it is not appropriate to disclose this information as the individual's legal expectation of privacy outweighs the public interest in the exempt information.

30. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENTS TO SCHOOL STAFF WOODLANDS COMMUNITY COLLEGE**

The Panel considered the confidential report of the Head Teacher on behalf of Governing Body for Woodlands Community College seeking approval in four specific cases, for the costs of redundancies and premature retirement to be met by central Council funds.

The Panel considered the decision in confidential session in accordance with Categories 1, 2 and 3 of Paragraph 10.4 of the Council's Access to Information Procedure Rules.

**RESOLVED**

- (i) that the Panel agreed that the current policy for the funding of redundancy and premature retirement for teaching and support staff in schools, had been correctly applied in reaching the individual calculations set out in the confidential Appendix 1;
- (ii) that the Panel agreed that the Authority would pay the cost of the voluntary redundancy but not the costs associated with the pension payment for Employees A and C, as the Panel believed that, had a compulsory redundancy selection process been undertaken, neither of these employees would have been selected but an individual with a less costly redundancy package;
- (iii) that the Panel agreed that the Authority would pay the cost for the Employee B detailed in Appendix 1, as per the figures presented in line with the voluntary redundancy calculations; and
- (iv) that the Panel agreed that the Authority would pay the cost for the Employee D detailed in Appendix 1, as per the figures presented in line with the compulsory redundancy calculations.