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

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Present: Councillors McEwing (Chair), B Harris (Vice-Chair), Chamberlain, Noon, Whitbread and White

Apologies: Councillor Matthew Claisse

8. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**

**RESOLVED:** that the minutes for the Panel meeting on 1 July 2015 be approved and signed as a correct record.

9. **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.

10. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENTS TO SCHOOL STAFF VALENTINE PRIMARY SCHOOL**

The Panel considered the confidential report of the Interim Head of 0 – 25 Service and Head Teacher on behalf of Governing Body of Valentine Primary School regarding redundancy and/or premature retirement payments to the school.

**RESOLVED** that

- (i) the Panel believed that the current policy for the funding of redundancy and premature retirement for teaching and support staff in schools, had not been correctly applied in reaching two of the individual calculations set out in the confidential Appendix 1;
- (ii) the Panel reviewed and authorised the following individual payments from the central budget in accordance with the Council's statutory duty to make payment:
  - Employee A - the Panel decided that the equivalent of the compulsory redundancy costs only be funded from central budget and not the Voluntary Redundancy enhancement. The Panel decided that this individual was in a compulsory redundancy situation and was not eligible for voluntary redundancy.

Employee B - the Panel agreed that the full cost of this voluntary redundancy as applied for be funded from central budget. The Panel judged that the current funding policy had been correctly applied in this case.

Employee C - the Panel agreed that the amount equivalent to compulsory redundancy only be funded from central budget. The Panel judged that a proper assessment of natural successor options had not been undertaken, contrary to the current funding policy

- (iii) the Panel noted that funding arrangements detailed in (ii) would not affect the offers made to employees on issue of their notice.

NOTE: Councillor White declared a personal interest but, did not withdraw from the meeting. In addition Councillor McEwing declared that she had a potential personal interest as she was unsure whether one of the employees listed within the report was known to her but stated that she had not seen or heard from them since changing job and therefore did not withdraw from the meeting.