

---

SOUTHAMPTON CITY COUNCIL  
EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 31 July 2013

---

Present: Councillors McEwing (Chair), Kolker, Laming, Noon and Whitbread

Apologies: Councillors Harris and Thomas

5. **ELECTION OF VICE CHAIR FOR MUNICIPAL YEAR 2013/14**

**RESOLVED** that Councillor Laming be elected as Vice-Chair to the Panel for the remainder of the municipal year.

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

**RESOLVED** that the minutes of the meeting held on 19<sup>th</sup> June, 2013 be approved and signed as a correct record.

7. **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 the 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 individuals' legal expectation of privacy outweighs the public interest in the exempt information.

8. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENT TO SCHOOL STAFF CANTELL MATHS AND COMPUTING COLLEGE**

The Panel considered the confidential report of the Head Teacher on behalf of Governing Body for Cantell Maths and Computing College seeking approval in 4 specific cases, for the costs of redundancy 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) to note that the school were now requesting voluntary redundancy the individuals detailed in Appendix 1, Page 1, 2 and 4; and for compulsory redundancy for the individual detailed in the Appendix 1, Page 3;

- (ii) that the individual payments from the central budget in accordance with the Council's statutory duty to make payment be authorised for the individual detailed in Appendix 1 Page 4, as per the figures presented in line with the voluntary redundancy calculations and that the payments for the individuals detailed in Appendix 1 Pages 1 and 3 be calculated on a compulsory redundancy basis , in accordance with the Schools Finance Scheme; and
- (iii) that in the case detailed in Appendix 1, Page 2 for the redundancy payment to be met from central funds not be authorised, as the school could meet the cost of the redundancy from within their surplus budget.

9. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENT TO SCHOOL STAFF CANTELL MATHS AND COMPUTING COLLEGE**

The Panel considered the confidential report of the Head Teacher on behalf of Governing Body for Cantell Maths and Computing College seeking approval in 2 specific cases, for the costs of redundancy 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 current policy had been correctly applied in reaching the individual calculations set out in the confidential Appendix 1, Pages 1 and 2;
- (ii) that the individual payment from the central budget in accordance with the Council's statutory duty to make payment be authorised for the individual detailed in Appendix 1 Page 2, in accordance with the Schools Finance Scheme; and
- (iii) that in the case detailed in Appendix 1, Page 1 for the redundancy payment to be met from central funds not be authorised, as the school could meet the cost of the redundancy from within their surplus budget.