

# **PERFORMANCE PORTFOLIO DECISION RECORD**

25 April 2012

The meeting commenced at 10.22 am in the Civic Centre, Hartlepool

**Present:**

Councillor Hilary Thompson (Performance Portfolio Holder)

Officers: Andrew Atkin, Assistant Chief Executive  
Joanne Machers, Chief Customer and Workforce Services Officer  
Christine Armstrong, Customer and Support Services Manager  
Denise Wimpenny, Principal Democratic Services Officer

## **52. Single Status Agreement Appeals** *(Chief Customer and Workforce Services Officer)*

**Type of decision**

Non-key

**Purpose of report**

To provide an update on progress on appeals received and obtain ratification of Appeals Panel outcomes in respect of reconsidered appeals arising from the change in the appeals process.

**Issue(s) for consideration by Portfolio Holder**

The report provided background information to the Appeals Procedure together with an update on progress of appeals received and requested ratification of Appeals Panel outcomes in respect of reconsidered appeals arising from the change in the appeals process.

Details of outstanding appeals, outcomes of appeals previously ratified together with a summary of outcomes relating to revisited appeals were set out in the report. The Chief Customer and Workforce Services Officer highlighted that there was only one outstanding appeal to be finalised from the original appeals submitted which would be reported in due course.

The Portfolio Holder was referred to a schedule of Appeal Outcomes of individual appeals for ratification, attached as a confidential appendix to the

report.

The Portfolio Holder was pleased to note there was only one remaining appeal outstanding, the reasons for which were acknowledged.

### **Decision**

- (i) That progress to date be noted.
- (ii) That the Appeals Panel Outcomes in respect of Council Employees, as detailed in a confidential appendix to the report be ratified.

## **53. Equality Act 2010** (*Assistant Chief Executive*)

### **Type of Decision**

Non key

### **Purpose of Report**

To provide an update on progress made to meet the requirements of the Equality Act 2010.

### **Issues for Consideration**

The report provided background information to the Equality Act Regulations 2010 including the Council's arrangements to publish equalities information to demonstrate its compliance with the Equality Duty by 31 January 2012 and annually thereafter and to develop and publish equality objectives by 6 April 2012 and four yearly thereafter.

The Customer and Support Services Manager reported that there was no requirement under the Act to produce an equality and diversity policy. However, as work had progressed on fulfilling the duties of the act it had become apparent that there was a need to have information as to how the Council fulfilled its duties of the Act. Rather than produce information on a piecemeal basis, a Policy provided details of the Council's approach and ensured a consistent response to equality and diversity queries from across the Council. A copy of the policy was attached as an appendix to the report.

The Portfolio Holder was referred to the publication and review arrangements of the quality objectives, as detailed in the report.

The Portfolio Holder welcomed the decision to introduce a Corporate Equality and Diversity Policy emphasising the benefits of a policy of this type. The importance of publicising the policy and inclusion within staff induction programmes was highlighted.

### **Decision**

The Portfolio Holder noted the report.

#### **54. Local Government (Access to Information) (Variation) Order 2006**

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

Minute 55 – Approval for Compulsory Redundancy (Paragraph 4 – namely 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).

#### **55. Approval for Compulsory Redundancy** *(Chief Customer and Workforce Services Officer)*

##### **Type of Decision**

Non key

##### **Purpose of Report**

To seek a decision regarding the future employment of an employee who was affected by budget proposals under consideration for 2012/13. The employee worked in Cultural Services Division, Child and Adult Services Department and was identified in paragraph 4 of the report.

##### **Issues for Consideration.**

The report set out the redundancy process which had been followed and the impact on the specific post and post holders. Further details were included in the exempt section of the minutes.

##### **Decision**

The decision was set out in the exempt section of the minutes.

The meeting concluded at 10.35 am.

**P J DEVLIN**

**CHIEF SOLICITOR**

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