



POLICY AND RESOURCES SCRUTINY COMMITTEE – 3RD MARCH 2009

SUBJECT: MEMBERS REQUEST FOR INFORMATION ON DISMISSALS

REPORT BY: DIRECTOR OF CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 To provide Members with further information requested by Cllr Etheridge on a question tabled to Council on 27th January 2009.

2. SUMMARY

- 2.1 The questions tabled by Cllr Etheridge at Council on 27 January 2009 were:-

To ask the Leader of the Council when a report will be prepared and available to Members concerning recent observations in regard to:-

- (a) Dismissals of 169 between 2006 – 2008 and if this information is correct.
- (b) Money paid to suspended staff £589,165 between 2006 – 2008 and if this information is correct.
- (c) Was there a delay in any of the procedures and will they be reviewed if necessary.

Will the Leader make a written statement on the above prior to any report.

- 2.2 The response provided at Council was:-

A comprehensive report is being prepared and will be submitted to the Policy and Resources Scrutiny Committee in due course. However, it is worth noting that the information quoted by the press does not tell the full picture in that over the 2 year period, 107 of the 169 dismissals were by reason of ill health retirements, which whilst technically are dismissals, clearly were not provided for comparison by other local authorities. It is also worth noting that in this period there were less than a dozen appeals and none of these cases were successful at tribunal.

3. LINKS TO STRATEGY

- 3.1 The purpose of the Disciplinary Procedure is to help and encourage all Council employees to achieve and maintain standards of conduct, behaviour and performance at the workplace. The procedure sets out to ensure that all employees are treated in a fair, consistent and non-discriminatory manner as detailed in the Council's Equal Opportunities Policy Statement. A separate policy which embodies the same principles applies to Schools and has to be adopted by the Governing Body.

4. THE REPORT

- 4.1 Attached as Appendix 1 of this report is the letter sent to Mr Chris Franks, AM, National Assembly for Wales, dated 15 October 2008. This letter was in response to the Freedom of Information request submitted by him on 17 September 2008.
- 4.2 The letter referred to above provides details in full and covers answers, questions of Cllr Etheridge's request:
- The number of staff who were suspended during 2006/07 and 2007/08
 - The number of Council staff who were dismissed during the 2006/07 and 2007/08 financial years
 - The longest period a member of staff was suspended during the 2006/07 and 2007/08 financial years
 - The costs of paying staff while suspended during the 2006/07 and 2007/08 financial years
 - The reasons for suspensions in 2006/07 and 2007/08
 - The breakdown of suspensions per directorate in 2006/07 and 2007/08
- 4.3 In respect of question (c) I can confirm that in line with the Council's policy (Appendix 2), Council reviews all suspensions in a timely manner and will continue to work diligently to avoid unnecessary and unavoidable delays.

5. FINANCIAL IMPLICATIONS

- 5.1 Provided earlier in the report.

6. PERSONNEL IMPLICATIONS

- 6.1 The Council's disciplinary arrangements are contained within the Council's Disciplinary Policy and are attached as Appendix 2 of this report.

7. RECOMMENDATIONS

- 7.1 Members are asked to consider the information provided in this report.

8. REASONS FOR THE RECOMMENDATIONS

- 8.1 To provide information to a written request tabled at Council on 27th January 2009.

9. STATUTORY POWER

- 9.1 N/A

Author: Nigel Barnett, Director of Corporate Services
Tel: 4419 E-Mail: barnen@caerphilly.gov.uk
Consultees: Gareth Hardacre, Head of Workforce & Organisational Development
Cllr Allan Pritchard, Deputy Leader

Appendices:

Appendix 1 Letter to Chris Franks, AM
Appendix 2 Caerphilly CBC's Disciplinary Procedure