



MERTHYR TYDFIL  
County Borough Council  
Cyngor Bwrdeistref Sirol  
MERTHYR TUDFUL

## MINUTES OF MEETING

# FULL COUNCIL MEETING

**WEDNESDAY, 25TH NOVEMBER, 2015**

**PRESENT:** Councillor D Isaac (In the Chair)

Councillors H Barrett, R Braithwaite, S P Brown, B Carter, T Chaplin, D Davies, E Galsworthy, A Jones, C T Jones, D Jones, G Jones, H R Jones, G Lewis, B E Mansbridge, L A Matthews, J McCarthy, K Moran, L Mytton, M O'Neill, D Roberts, S Slater, W R Smith, Raymond Thomas, Richard Thomas, B Toomey, C Tovey, P Williams and S Williams

**Officers:**

Carys Kennedy (Head of Legal and Governance Services - Monitoring Officer), Ellis Cooper (Corporate Director (Place and Transformation) - Deputy Chief Executive), Lorraine Buck (Corporate Director (People and Performance) - Lead Director for Children and Young People), Mark Anderton (Head of Adult Services), Dorothy Haines (Chief Officer (Learning) - Chief Education Officer), Cheryllee Evans (Chief Officer (Neighbourhood Services)), Alyn Owen (Chief Officer (Community Regeneration)), Steve Jones (Head of Finance - Chief Finance Officer), Lisa Jones (Head of Human Resources and Organisational Development) and Ceri Dinham (Senior Communications Officer)

Mair Morgan (Scrutiny / Democratic Services Officer)

ITEM NO.	AGENDA MATTER	DECISION
718	Apologies for Absence	Apologies for absence were received from Councillor C Barry, Councillor M Davies, Councillor T C Lewis and Councillor L E Smart.

719	Declarations of Interest	No Declarations of Interest were made.
720	Issuing of a Section 188 (Trades Unions and Labour Relations Act 1992) - Formal Consultation	<p>Councillor B Toomey referred the Council to the 'Issuing of a Section 188 (Trades Unions and Labour Relations Act 1992) – Formal Consultation' report and recommended an amendment to recommendation 2.1 - 'on the 25 November 2015' be replaced with 'at the earliest opportunity'.</p> <p>The Leader also circulated to the Council for their information an open letter from the WLGA.</p> <p>A Member then requested that the Operating Model Assessment (OMA) be made available to all Members.</p> <p>The Leader advised that this could be made available.</p> <p><b>Resolved subject to the foregoing that:</b></p> <ul style="list-style-type: none"> <li>(a) The issuing of an initial Section 188 notice at the earliest opportunity be approved</li> <li>(b) Following the issuing of the Section 188, the immediate commencement of formal consultation begin with the recognised trades unions on the proposals for redundancies be approved</li> <li>(c) Delegated authority be given to the Chief Executive in consultation with the Leader of the Council (and in his absence the Deputy Leader) to issue further Section 188 notices as required</li> <li>(d) Delegated authority be given to the Chief Executive in consultation with the Leader of the Council (and in his absence the Deputy Leader) to consider alternative options that may be raised by the trades union consultation group to mitigate redundancies</li> </ul>
721	Redundancy Policy and Redeployment Policy	<p>Councillor P Williams led the Council through the 'Redundancy Policy and Redeployment Policy' report and advised that discussion had taken place with the trade unions who were content with the Policies apart from a change in the Redeployment Policy detailed in Paragraph 3.3 of the report.</p> <p><b>Resolved that</b></p> <ul style="list-style-type: none"> <li>(a) The updated Redundancy Policy be approved with immediate effect</li> <li>(b) The updated Redeployment Policy be approved with immediate effect</li> </ul>
722	ADDITIONAL ITEM: Human Resources Review	<p><b>Resolved that:</b></p> <ul style="list-style-type: none"> <li>(a) The new post of H R Manager be advertised internally</li> <li>(b) The Corporate Director (Place and Transformation) and the Head of Legal and Democratic Services be authorised to appoint to the post for an initial period of six months</li> <li>(c) The H R function be managed by the Head of Legal and Democratic Services</li> </ul>

## **Exempt**

### **Resolved that:**

The public be excluded from the Meeting on the grounds it involves the likely disclosure of exempt information as defined in Paragraph 16 under Part 4 of Schedule 12A of Section 100 (A) (4) of the Local Government Act 1972

723	ADDITIONAL ITEM: Homes of Excellence	<b>Resolved that:</b>  The recommendations as contained within the report be accepted.
-----	---	--

## **Minutes Silence**

The Council observed a Minutes Silence for Council employee Louise Hopkins who had recently passed away.

The Silence was also observed for those who had died in Paris.

724	To deal with any other urgent business or correspondence	The Mayor advised that there was no business deemed urgent.
725	To receive communications from His Worship the Mayor	No Communications were received.