

HINCKLEY AND BOSWORTH BOROUGH COUNCIL
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

10 APRIL 2013 AT 10.30 AM

PRESENT: Mr DW Inman - Chairman

Mr DC Bill MBE, Mrs R Camamile, Mrs WA Hall, Mr KWP Lynch, Mr JS Moore,
Mr LJP O'Shea and Ms BM Witherford

Also in attendance:

Officers in attendance: Louisa Horton, Rebecca Owen, Helen Rishworth and Julie Stay

477 MINUTES OF PREVIOUS MEETINGS

On the motion of Councillor Moore, seconded by Councillor Hall, it was

RESOLVED – the minutes of the meeting held on 14 and 15 February 2013 be approved and signed by the Chairman.

478 DECLARATIONS OF INTEREST

No interests were declared at this stage.

479 UPDATED REDEPLOYMENT & REDUNDANCY POLICY AND PROCEDURE

Members received information on the updated Redeployment and Redundancy Policy and Procedure and were advised that there had been no compulsory redundancies over the last four years and also that new age regulations had been implemented.

Officers drew attention to page ten and the process and length of time for consultation on redundancies was discussed. Reference was also made to the Severance Scheme and it was stated that this was not a policy change, and the current scheme for redundancy pay of actual weekly pay multiplied by 1.5 was being retained.

A Member asked for clarification on page 14 point 1.5. Officers explained that if an employee takes up another job under a modification order within four weeks the employee would not get redundancy pay. It was confirmed that included in the modification order were public sector, education, civil service etc.

On the motion of Councillor Camamile, seconded by Councillor O'Shea, it was

RESOLVED – the updated redeployment and redundancy policy and procedure be supported.

480 SOCIAL MEDIA POLICY

Members were presented with a draft social media policy. A Member stated that he was not comfortable with the proposed policy and felt that it may conflict with the Whistleblowing Policy. It was moved by Councillor Lynch, seconded by Councillor Bill and

RESOLVED – the policy be deferred for further legal comment.

481 COUNTY-WIDE CODE OF CONDUCT

Members were presented with a report on County-wide Code of Conduct which had been drafted by a group of the Monitoring Officers throughout Leicestershire. A Member reminded the group of the length of time taken to draft the current Code and the lack of desire to revisit it so soon after. It was suggested however that the Code of Conduct should be considered a working document.

It was noted that the main difference between Hinckley & Bosworth Borough Council's current Code and the proposed County-wide Code was the personal interests section. A Member suggested keeping current code of conduct and adding the personal interests section, would need to go to council for approval. Members were advised that a two-thirds majority would be required for the change to be adopted by Council.

On the motion of Councillor Witherford, seconded by Councillor Moore, it was

RESOLVED – Council be RECOMMENDED to amend the personal interests section of the current Code of Conduct to bring it in line with the County-wide Code.

482 UPDATE ON COMPLAINTS

The Committee was provided with an update on complaints received against Councillors under the Code of Conduct. It was reported that there had been three complaints, two of which had a decision of no further action and none had been referred for investigation.

The decision on the third complaint had been to request an apology from the subject Member, who had responded stating that he would not be issuing an apology on the grounds that he was using terminology which was commonplace in today's media. It was reported that the only recourse available now was a fresh complaint about the fact that the subject member had failed to apologise. It was requested that a copy of the response be sent to all Members.

RESOLVED –

- (i) the verbal update be noted;
- (ii) a copy of the response from the subject member as outlined above be sent to all members.

483 ADDITIONAL BUSINESS - RACISM IN ELECTIONEERING

A Member raised the issue of a political poster being displayed around the borough and its' racial content. Members were advised that any complaints should be directed to the Police (Paul Wenlock) and in response to a Member's question it was stated that it would be inappropriate for the Monitoring Officer to make a complaint on behalf of the Committee, and that complaints should be made by an individual.

(The Meeting closed at 11.30 am)

Chairman