

## **CABINET**

Minutes of the special Cabinet meeting held in Conference Room 1, PFI, Ruthin on Tuesday 2 November 2004 at 9.30 a.m.

### **PRESENT**

Councillors S A Davies, Lead Member for Business & Communications; M A German, Lead Member for Children and Young People; R W Hughes, Leader and Lead Member for Regeneration; P J Marfleet, Lead Member for Finance and Personnel; D Owens, Lead Member for Lifelong Learning; S Roberts, Lead Member for Promoting Denbighshire; J Thompson Hill, Lead Member for Property and Asset Management

Observers: Councillors R E Barton; D Cooper; M LI Davies; G C Evans; S Frobisher; I M German; N J Hughes; D Jones; M M Jones; G M Kensler.

### **ALSO PRESENT**

Chief Executive; Deputy Chief Executive / Corporate Director: Resources and County Clerk; Personal Assistant to the Chief Executive.

### **APOLOGIES**

Councillors P A Dobb; E C Edwards; E W Williams.

## **PART II**

### **348 PERSONNEL MATTER**

Due to the confidentiality of the meeting the report was individually numbered and distributed at the start of the meeting. Members were requested to sign for their copy and sign again when they returned it at the end of the meeting. The report could be consulted by prior appointment with the County Clerk and under his supervision or that of one of his staff. The Chief Executive distributed guidelines to Members on how to respond to any media enquiries regarding this matter.

Councillor R W Hughes welcomed everyone to the meeting and stressed the confidentiality of the meeting. She also thanked Members and officers for acting in the best interest of the Council in dealing with this matter. The Chief Executive also thanked Members for their understanding during this difficult time.

The Chief Executive presented a joint report by himself, the Chief Finance Officer and the Monitoring Officer seeking to agree the principle of entering a compromise agreement with the officer identified in the report and drew particular attention to paragraphs 4.1 – 4.3 on confidentiality. He thanked the Deputy Chief Executive / Corporate Director: Resources, County Clerk and Alison Walsh for their assistance in compiling the report. The Deputy Chief Executive/ Corporate Director: Resources reiterated the Chief Executive's comments. The County Clerk hoped that in respecting the confidentiality of the matter this would give everyone confidence and protect the integrity of the Council and the officer. Councillor P J Marfleet proposed and Councillor D Owens seconded the decision sought.

Councillor M A German stated all Cabinet members had not been involved in this matter throughout. He felt that his vote would be based on very little information. Councillor M A German also said that he had no problems with issuing the statement in the Chief Executive's note if approached by the media. Councillor R W Hughes accepted Councillor M A German's comments. She said that Members did not usually get involved in personnel matters and that this

was a unique case. The decision not to involve all Cabinet in this matter had been made in the interest of the Council as a whole as it was sensitive to an individual member of staff.

The Chief Executive explained that he had written to Group Leaders regarding the matter but did not share with them as much as was in the present report. He explained that there were good reasons why the full details of the situation were not presented in the report. There could be a risk that it could get out to the public domain. If information was leaked it could jeopardise the compromise agreement and also that of the officer's situation. The Chief Executive stated that Appendix II gave more detailed information than has been given so far. Councillor M A German thanked the Chief Executive for the information and stated that his Group will be acting in the best interest of the Council.

Councillor D Owens was keen to resolve the matter as quickly as possible. The Chief Executive could not guarantee the time scale in concluding this matter but hoped that it would be resolved in the next few weeks.

**RESOLVED** that Members agree:

- (a) *the principle of entering a compromise agreement with the officer identified in the report;*
- (b) *that finalisation of the compromise agreement and all associated matters be delegated to the Chief Executive, in consultation with the Chief Finance Officer and Monitoring Officer.*

The meeting concluded at 9.50 a.m.