

WHITLAND TOWN COUNCIL

Minutes of Meeting, Wednesday 9th September 2020, 7.10 p.m.

Present: Cllrs Barry Chapman, Gabriela Poore, Jenny Davies-Scourfield, Ffion Scourfield, Len Shipton, Avril Wilson, Mathew McDowall, Robert Morgan, and County Cllr Sue Allen. Cllr. D. Walsh-Gibbon joined the meeting at approximately 7.55 p.m.

Item for discussion from Agenda:

6. RECOMMENDATION:

that due to the potentially sensitive nature of the business to be discussed, the following items are dealt with as Part 2 business and, in accord with the Public Bodies (Admission to Meetings) Act 1960 and the Local Government Act 1972, that the press and public not be admitted to the meeting during the following items.

- Clerk appraisal. Appraisal process halted before meeting held with Clerk.
- Letter from Clerk and actions to take: consider issues raised and agree resolution; consider and agree way forward for Council. Agree arrangements with Clerk.

Cllr. Chapman informed the Councillors of the Clerk's original resignation and then her subsequent withdrawal of resignation citing a grievance situation that she feels has arisen. The Staffing Committee have taken advice from One Voice Wales and they suggest that the Council accept the withdrawal of resignation and then consider arrangements for the grievance to be heard.

The Councillors asked for information regarding the grievance, however, Cllr. Chapman replied that the Clerk has not yet raised the grievance officially, therefore, we do not know.

A recorded vote was taken and the decision was to accept the withdrawal of resignation:

Cllr. Mrs J. Davies-Scourfield	Accept withdrawal of resignation
Cllr. Miss F. Scourfield	Accept withdrawal of resignation
Cllr. M. McDowall	Accept original resignation
Cllr. L. Shipton	Accept original resignation
Cllr. R. Morgan	Accept original resignation
Cllr. Mrs A. Wilson	Accept withdrawal of resignation
Cllr. Mrs S. Allen	Accept withdrawal of resignation
Cllr. Mrs G. Poore	Accept withdrawal of resignation
Cllr. B. Chapman	Abstained from the vote

Further discussions took place regarding entering into a Settlement Agreement with Clerk prior to a Grievance being raised officially or letting the Clerk raise the Grievance which may possibly have to be settled by a Tribunal.

Cllr. D. Walsh-Gibbon joined the meeting.

A recorded vote was taken and the decision was made to enter into a Settlement Agreement with the Clerk:

Cllr. Mrs J. Davies-Scourfield	Do not enter into a Settlement Agreement
Cllr. Miss F. Scourfield	Do not enter into a Settlement Agreement
Cllr. M. McDowall	Enter into a Settlement Agreement
Cllr. L. Shipton	Do not enter into a Settlement Agreement
Cllr. R. Morgan	Do not enter into a Settlement Agreement
Cllr. Mrs A. Wilson	Enter into a Settlement Agreement
Cllr. Mrs S. Allen	Enter into a Settlement Agreement
Cllr. Mrs G. Poore	Enter into a Settlement Agreement
Cllr. D. Walsh-Gibbon	Enter into a Settlement Agreement
Cllr. B. Chapman	had the Casting Vote and voted to Enter into a Settlement Agreement

A settlement figure of approximately £900 has already been calculated by the Clerk's Union Representative as a figure that would be acceptable to the Clerk to ensure that she did not lose any of her Statutory Rights.

The Staffing Committee asked the Town Council to give them the powers to enter into a discussion with the Clerk to settle up to a maximum of £900. This was agreed.

The Councillors requested an "Exit Interview" is held with the Clerk as we would like to know how the relationship has "broken down".

Summary:

Staffing Committee will ask the Clerk to meet as soon as possible.

Staffing Committee will carry out necessary negotiations.

Staffing Committee will ask Clerk what went wrong and for some feedback.

Staffing Committee will report back to the Town Council on what happen during those discussions and reasons for resignation.

Town Council will work on revising Clerk's job description and contract.

Town Council will work on composing an advert for the position.

Cllr. L. Shipton will make enquiries about a possible locum clerk.

Meeting closed at 9.15 p.m.