

OVERVIEW AND SCRUTINY COMMITTEE

THURSDAY, 22 FEBRUARY 2024

Present: Councillor S Dannheimer, Chair

Councillors: W Mee
K Harlow
H Land
R D MacRae
J M Owen
C M Tideswell
S Webb
E Winfield
R Bullock (Substitute)
G S Hills (Substitute)

Apologies for absence were received from Councillors E Williamson, H L Crosby, A W G A Stockwell and K Woodhead.

48 **DECLARATIONS OF INTEREST**

There were no Declarations of Interest.

49 **MINUTES**

The minutes of the meetings held on 21 December 2023, 29 and 30 January 2024 were confirmed and signed as a correct record.

50 **MINUTES FROM WORKING GROUPS**

The minutes of the Equality, Inclusivity and Diversity at the Council Working Group were noted by the Committee.

51 **CONSIDERATION OF CALL - IN**

This item was noted with a reminder to the Committee that there was a Call in to be held at a meeting of the Overview and Scrutiny Committee on 28 February 2024.

52 **CONSIDERATION OF TOPIC - INTERNAL DISCIPLINARY PROCEDURE**

Councillor R Bullock presented the Scrutiny Suggestion of looking at the internal disciplinary procedure, in particular the appointment of Deciding Officer and whether it was appropriate for the Deciding Officer to be the Head of the same department as the employee under investigation. An explanation of the current procedure was provided to the Committee and that in all cases, the appellant could object if they felt

the Deciding Officer was not appropriate before or during the investigation or if there was any conflict of interest. The point raised was part of the procedure within the policy and all policies were reviewed through Local Joint Consultative Committee. Members decided that it was not a topic they wished to add to the work programme of Overview and Scrutiny Committee. However, they recommended it be reviewed as part of the next policy review with Human Resources and the relevant Committee.

RESOLVED that the procedure be reviewed within the Policy at Local Joint Consultative Committee.

53 CABINET WORK PROGRAMME

Members noted the Cabinet work programme.

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The Committee considered the work programme. Flooding and phone calls were discussed. A reminder that the Housing Repairs would be scrutinised as a spotlight topic at the next meeting.

RESOLVED that the work programme be approved.