



## Aintree Village Parish Council

### Minutes of meeting of the Parish Council held on Thursday 16 March 2017 at 7.00pm

**Present** Councillors - J Colbert (Chair), G Payne, G Downey,  
G Harris, S Gent, R Preston,

**In Attendance** M Dilworth (Parish Clerk)

**6451 Apologies for absence**  
Councillors - C Forrest, F Forrest, N Kelly,  
M Carter, M Wykes

**6452 Declarations of interest**  
None

**6453 Public Participation**  
None

*Due to the confidential nature of the next item, the press and public were excluded from the meeting*

**6454 Staffing matters**

A statement was made by Cllr J Colbert with reference to RA's disciplinary hearing, at which all allegations were found not to be upheld. Cllr Colbert confirmed it was time to welcome RA back into the organisation, to which other councillors agreed. The Clerk outlined the grievance received from RA and her responses so far. As in line with the grievance procedure, she had replied orally (by phone) to RA within two days and instructed RA to complete the grievance form and return it to herself if he wished the grievance to progress.

It was accepted that RA's reintegration plan may require a phased return to work including some reduced hours.

The considerations of the evening were outlined as

Invite RA back to work without consideration of a settlement

Consider the settlement as outlined in RA's solicitors letter of 14 March 2017

Propose a counter offer

Propose a counter offer, with reference to a negotiation point.

On reflection of RA's solicitors letters and information relayed by the Clerk. It was decided it would protract the position unduly by not considering a settlement offer to terminate RA's employment.

A motion was agreed to reject the settlement offer to terminate RA's employment, as set out in his solicitors letter of 14 March 2017(appendix A).

It was agreed to offer RA an initial settlement of £5,000 (to include points 1 and 2 of RA's solicitors letter of 14 March 2017 (appendix A), all other points as per the solicitors letter. The Clerk to have delegated authority with regard to negotiations between the legal parties as set out to a maximum payment of £9,000 and in line with necessity with regard to RA work attendance.

It was recognised that a review of the current disciplinary processes is required but that review should not take place within the next few months to safeguard against contemplation of RA's case. Albeit it was agreed that messages could be understood from its procedures.

The meeting closed at 8:45pm

Minutes 6451 to 6454 received as a correct record on 24 April 2017

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Chairman