

Stockbridge Parish Council



MINUTES OF THE STAFFING COMMITTEE MEETING HELD
ON WEDNESDAY 4th SEPTEMBER 2024 AT 1:00PM
AT THE SCOUT HUT,
STOCKBRIDGE

Present: Cllrs B Powell (Chair), H Jackson

Apologies: Cllrs A Lawrence

Clerk: Belinda Baker

Public attendance: None

SC/24/001 **Apologies**
Apologies were received from Cllrs Lawrence.

SC/24/002 **Note Chair of the Committee**
It was noted that Cllr Lawrence was agreed to be the Chair of the Committee. Since Cllr Lawrence was unable to attend Cllr Powell agreed to Chair the meeting.

SC/24/003 **Grievance raised by the Clerk and the consideration of new grievance**
The Clerk explained that she had raised a grievance in April concerning a Councillor with the Chair which it had been agreed would be best resolved with training. She explained that the Councillor in question had not yet been on a course or requested that he should go on one. She said that she did not consider the grievance resolved until the Councillor had attended the course. Cllr Powell agreed to take the matter up with the Chair and the Councillor in question.

The Clerk said that on a number of occasions she was being undermined in public and on council emails by the Chair. She said that it was her job to provide the legal advice but in the July meeting the Chair had proposed that she should be accompanied by a WG to obtain it. She pointed out that if the Chair had accepted her advice on past occasions then some of the subsequent difficulties would have been avoided. She produced council emails which demonstrated that the Chair misunderstood her role as the Proper Officer. Emails also showed that, despite the Staffing Committee saying they did not want to pay for the HR advice from HALC in the meeting in July, the Chair had gone back to HALC to verify the matter and he complained that the Clerk was undermining the decisions of the Council. She said in doing so the Chair was either undermining the Clerk or the Staffing Committee. She showed emails between the Chair and another Councillor which discussed the organisation and presentation of the finances and in which they said they wanted to make changes. She said that under Accounts and Audit regulations this was a matter for the RFO (her position). The Clerk said that this other Councillor would ask constant questions of her via email querying the decisions that the Council had made and appearing to expect the Clerk to change a course of action when

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she was unable to do so. The Clerk said that this Councillor was unnecessarily persistent and demanding for answers which was inappropriate as the Clerk only worked 10 hours a week for the Council.

Cllr Powell agreed to speak to the Chair.

It was agreed by the Committee that it should be recommended to the Council that all Council meetings are recorded as an aide memoire. The recordings are to be deleted when the minutes are agreed at the following meeting.

Action: Cllr Powell

SC/24/004

Agree Clerk's extra hours

A payment of 3 extra hours were agreed for the time taken by the Clerk for the meeting, the meeting preparation and the minutes.

Action: Clerk

Meeting closed at 13:50