

# Public Agenda Pack



## **AUDIT COMMITTEE**

**Tuesday, 12 November 2024**

**10.00 am**

**John Meikle Room, The Deane House,  
Belvedere Road, Taunton TA1 1HE**

### **SUPPLEMENT TO THE AGENDA**

To: The members of the Audit Committee

We are now able to enclose the following information which was unavailable when the agenda was published:

Agenda Item 4      Public Question Time (Pages 3 - 4)

The Chair to advise the Committee of any items on which members of the public have requested to speak and advise those members of the public present of the details of the Council's public participation scheme.

For those members of the public who have submitted any questions or statements, please note, a three minute time limit applies to each speaker and you will be asked to speak before Councillors debate the issue.

We are now live webcasting most of our committee meetings and you are welcome to view and listen to the discussion. The link to each webcast will be available on the meeting webpage, please see details under 'click here to join online meeting'.

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## Audit Committee – 12 November 2024 – Public Questions

Annexe A – Public Questions	
Name of person submitting	Question
Page 3	<p><b>Nigel Behan</b></p> <p>It is noted that:</p> <p>“Two Workforce programme risks have increased as a result of progressing the Council restructure:</p> <ul style="list-style-type: none"> <li>o ITP0006 Council struggles to recruit and retain required talent and knowledge has moved from medium to high.</li> <li>o ITP0009 Excessive loss of staff with talent and organisational knowledge has moved from low to high.s”</li> </ul> <p>and, that: “Damage to Trade Union relations and risk of industrial action”</p> <ul style="list-style-type: none"> <li>“• Failure to consult and engage”</li> <li>“• Failure to reach agreement on the VR scheme/CR details in regards to criteria/approach” are currently “scored” at “12” with consequent</li> <li>“• Loss of trust</li> <li>• Loss of confidence in management”</li> </ul> <p>Apparently: “In respect of any change to the terms and conditions upon which an employee works, regulation 4(4) of the <a href="#">TUPE regulations</a> state that any purported variation of a contract shall be void if either “the sole or principal reason for the variation is the <a href="#">transfer</a> itself or a reason connected with the transfer that is not an economic, technical or organisational reason entailing changes in the workforce.”</p> <p>ETO <a href="#">TUPE</a> refers to the basis upon which an employer is permitted to make changes under the regulations to an employee’s <a href="#">contract</a> following a TUPE transfer or, where necessary, to dismiss an employee, namely for an “economic, technical or organisational” (ETO) reason.”</p> <p>The Unitary Council formed in April 2023. The Financial Emergency was declared in November 2023.</p> <p><b>Question 1a</b> - Why did the council avoid announcing an ETO at the time of the financial emergency declaration (and before the previous S151 Officer departed)?</p> <p><b>Question 1b</b> - Is it related to differential terms and conditions of employment entering the merged organisation?</p>

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	<p><b>Response from Lead Member for Transformation, Human Resources and Localities,</b> <b>Response from Lead Officers Sara Cretney and Alyn Jones</b></p>
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