

PERSONNEL COMMITTEE MINUTES - 6 OCTOBER 2016

Present: Councillor Lovelock (Chair);
Councillors Gavin, Page and Terry.

Also Present: S Khimji, W King and K Magee (for items 8-11).

Apologies: Councillor Skeats.

8. MINUTES

The Minutes of the meeting held on 14 July 2016 were confirmed as a correct record and signed by the Chair.

9. REDUNDANCY MULTIPLIER

Further to Minute 11 of the meeting held on 1 October 2015, the Interim HR/Payroll Services Manager, submitted a report recommending a further period of consultation to amend the current, discretionary x2 multiplier for redundancies that occurred in the Council to x1.5. The report stated that the original proposal, which had been subject to consultation with staff and Trade Unions during July and August 2016, had been to reduce the current discretionary multiplier to x1. In light of the consultation responses received to the original consultation, CMT had agreed to recommend a revised multiplier of x1.5, which would be subject to a further 45 days period of consultation. The Council also currently calculated redundancy pay using actual week's pay instead of capping a week's pay at the statutory maximum of £479. There was no proposal at the current time to reduce this discretion. The report set out the financial impact of redundancies and terminations of employment on the grounds of efficiency of the service which had occurred in 2014/15 applying a x2, x1.5 and x1 discretionary multiplier.

The Committee noted the results of the consultation and CMT's recommendation to undertake a further consultation on implementing a discretionary x1.5 multiplier for redundancy payments. In view of the Council's current financial position, it was proposed that a decision should be deferred until the next meeting on 8 December 2016 to enable the report to contain more detailed financial information on the likely impact of applying a multiplier of x1.5 compared with the originally recommended x1 multiplier and the current multiplier of x2.

Resolved -

That the report on the redundancy multiplier be deferred to the next meeting on 8 December 2016 to enable further financial information on the implications of reducing the multiplier to x1.5 compared with x1 and x2 to be included and assist the Committee in reaching a decision in the light of the more detailed financial impact of the proposal.

10. APPOINTMENT OF S.151 OFFICER

The Interim HR/Payroll Services Manager submitted a report on the appointment of the Strategic Finance Director as the designated Section 151 Officer. The report stated that as a result of a recent Finance Restructure and the engagement of Rachel Musson as interim Strategic Finance Director, it was necessary to seek formal

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Committee approval for the appointment of the Strategic Finance Director as the designated Section 151 Officer. The appointment of an interim Strategic Finance Director had been necessary to ensure that the Council met the financial challenges that it faced in the short term.

Resolved - That, in accordance with the Council's constitution and under the provisions of Sections 101 and 102 of the Local Government Act 1972, the interim Strategic Finance Director, Rachel Musson, be appointed as the designated Section 151 Officer with effect from 10 October 2016.

11. CORPORATE DIRECTORS' APPRAISALS

The Interim HR/Payroll Services Manager submitted a report on the appraisals of the Corporate Directors for Environment & Neighbourhood Services and Adult Social Care & Health, which had been carried out by the previous Managing Director, Ian Wardle. The report set out the Corporate Directors' objectives for the 2016/17 year for approval.

Resolved - That the Directors for Environment & Neighbourhood Services and Adult Social Care & Health's objectives for 2016/17 as set out in the report be approved.

12. EXCLUSION OF THE PRESS AND PUBLIC

Resolved -

That pursuant to Section 100A of the Local Government Act 1972 (as amended) members of the press and public be excluded during consideration of the following item, as it was likely that there would be disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A (as amended) to that Act.

13. EARLY RETIREMENTS AND REDUNDANCIES

The Interim HR and Payroll Services Manager, the Monitoring Officer and the Head of Finance submitted a joint report, which set out a request for termination of employment on the grounds of redundancy.

The proposal, together with the financial implications, was set out in a schedule appended to the report on the following basis:

- The financial case was given which represented the highest cost to the Council. In most cases this included discretionary added years on pension (where payable), as this represented a direct and ongoing cost to the Council. This was in accordance with the Council's current practice of considering redundancy and retirement terms up to the maximum limit of discretion, where applicable. The Committee was asked to approve individual proposals subject to a maximum ceiling on the exercise of discretion;

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- The financial implications were costed on the basis of the estimated figures, which were subject to final confirmation. The figures might be affected by changes to final salary, pensionable service, age or date of leaving. The Committee was asked to approve the proposals on the basis of the estimated figures, subject to any individual proposal being brought back to Committee if the confirmed costs were more than 10% in excess of those reported;

The report sought approval for the payment of a compensation package in the case of the proposed termination of employment on grounds of redundancy, subject to the conclusion of all outstanding matters, including ongoing consultation with the employee and their representatives, and efforts to secure alternative employment, where appropriate.

Resolved -

- (1) That termination of employment on the grounds of redundancy of employee A be approved and the payment of a compensation package in the event of termination of employment on grounds of redundancy be approved on the terms set out in the schedule appended to the report subject to the conclusion of all outstanding matters, including ongoing consultation with the employee and their representatives and efforts to secure alternative employment, where appropriate;
- (2) That the proposal set out in (1) above be approved on the basis of the financial implications set out in the appendix to the report, and that authority to conclude the proposal be delegated to the Head of Finance, Monitoring Officer and HR and Payroll Services Manager (acting jointly) within that framework, and subject to the maximum ceiling identified for the proposal.

(Exempt information as defined in Paragraph 1).

(The meeting commenced at 6.30 pm and closed at 6.48 pm).