

## PERSONNEL COMMITTEE MINUTES - 15 MAY 2017

**Present:** Councillor Gavin (in the Chair);  
Councillors Debs Absolom (in place of Councillor Lovelock)  
and Skeats.

**Also Present:** W King

**Apologies:** Councillors Lovelock, Page and Terry.

### **34. 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.

### **35. 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 nineteen requests for dismissal on the grounds of redundancy, one request for retirement on the grounds of redundancy, one request for early retirement/dismissal on the grounds of redundancy and one request for early retirement on the grounds of redundancy.

The proposals, together with the financial implications, were 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;
- 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.

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### Resolved -

- (1) That the dismissal of employment on the grounds of redundancy of employees A, B, C, D, E, H, J, K, L, M, N, O, P, Q, R, S, T, U and V, the retirement on the grounds of redundancy of employee F, the early retirement/dismissal on the grounds of redundancy of employee G, on the revised terms described at the meeting, and the early retirement on the grounds of redundancy of employee I be approved on the terms set out in the schedules appended to the report subject to the conclusion of all outstanding matters in each case, including ongoing consultation with the employees 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 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;
- (3) That the current terms for agreeing compensation packages in specific cases of early retirement or termination of employment on the grounds of redundancy or efficiency be confirmed.

(Exempt information as defined in Paragraph 1).

(The meeting commenced at 5.30 pm and closed at 5.45 pm).