

Time began: 10.30 am  
Time ended: 11.22am

**Personnel Committee  
10 March 2016**

Present                      Councillor Redfern (Chair)  
                                    Councillors Barker, Carr, MacDonald and Raju

Officers present        Diane Sturdy – Head of HR  
                                    David Cox – Team Leader, Pay and Reward  
                                    Claire Benjamin – HR Advisor, Pay and Reward  
                                    Rebecca Hilton-Barber – HR Advisor, Pay and Reward  
                                    David Walsh – Head of Democracy

**85/15        Apologies**

Apologies for absence were received from Councillors Hickson and Tittley

**86/15        Late Items to be Introduced by the Chair**

There were no late items.

**87/15        Declarations of Interest**

There were no declarations of interest.

**88/15        Minutes of the Meeting held on 26 February  
                 2016**

The minutes of the meetings held on 26 February 2016 were confirmed as a correct record.

**89/15        Voluntary Redundancy, Voluntary Early  
                 Retirement, Efficient Retirement Policy Review**

A report of the Chief Executive detailed that the Voluntary Redundancy, Voluntary Early Retirement, Efficient Retirement Policy was last reviewed in 2007. An amended policy was proposed to capture changes in procedures.

It was reported that the main change was that the criteria for calculating the affordability of an exit under the policy was that the total cost of an employee departing, including pension costs, must be less than the cost of employing someone in that post for 18 months.

**Resolved to:**

- 1) Approve the adoption of the 18-month rule for voluntary redundancy and voluntary early retirement; and**

- 2) Approve the revised Voluntary Redundancy, Voluntary Early Retirement, Efficient Retirement Policy.**

## **90/15      Exclusion of Press and Public**

**Resolved that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighed the public interest in disclosing this information.**

## **91/15      Pay and Reward Project**

The committee considered a report of the Director of Governance and Monitoring Officer on the Pay and Reward Project.

**Resolved to note the report.**

## **92/15      Chair's Correspondence**

The Chair briefed the committee on a letter which had been copied to her. A copy of the letter had been included as part of the agenda for members' consideration. The letter, from Unison to the Chief Executive, formally requested the formation of a Disputes Resolution Committee to consider issues raised by the trade union.

**Resolved to:**

- 1) Note that the Disputes Resolution Committee is a separate body to the Personnel Committee and that members of the Personnel Committee would be precluded from sitting on the Disputes Resolution Committee;**
- 2) Note that the matter requested by Unison would ultimately be determined by the Chief Executive; and**
- 3) Support the Chief Executive's proposed response that a Disputes Resolution Committee be formed to consider the matters put by Unison.**

MINUTES END