

**Durham County Council**

**Human Resources Committee**

**At a Meeting of the Human Resources Committee** held at the County Hall, Durham on **Monday 25 September 2006** at **9.00 a.m.**

**Present:**

**Councillor D Coates** in the Chair

**Members of the Committee**

Councillors Armstrong, Davies, Henderson, Iveson, Meir, Nicholls, Priestley, Robinson, Shuttleworth, Tennant, Walker and Wright.

**Other Members:**

Councillors Gray, Manton and Ord.

**A1 Early Retirement and Voluntary Redundancy – Draft Discretionary Compensation Regulations 2006**

The Committee considered, noted and commented on a joint report from the County Treasurer, Acting Director of Corporate Services and Head of Human Resources on Early Retirement and Voluntary Redundancy – Draft Discretionary Compensation Regulations 2006 (for copy see file of Minutes).

The Compensation Regulations require that to correspond with the Employment Equality (Age) Regulations 2006 (Age Regulations) a revised scheme will be effective from 1 October 2006.

Details of the changes to the County Council's Early Retirement Scheme, its statement of Policy under the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations and its policy discretion under Section 52 of the Local Government Pension Scheme (LGPS) Regulations 1997 were highlighted.

John Hope drew particular attention to paragraph 27 of the report which summarised the proposed changes.

The report has been sent the Trade Unions and if any comments arise from this consultation delegated authority was sought to finalise the changes.

The Chairman asked that the final changes be discussed with himself and the Vice-Chair and that a report be sent to a future meeting to confirm the proposals.

**Resolved:**

That the recommendations contained within the report be agreed.

**A2 Flexible Retirement**

The Committee considered, noted and commented on a joint report from the County Treasurer and Head of Human Resources on a new Flexible Retirement Policy, which allows individuals over the age of 50 a new type of retirement, with the employers consent (for copy see file of Minutes).

The Head of Human Resources explained that an individual would be expected to reduce their hours worked or reduce their grade. Applications would be made to the manager on a business needs basis, and both the manager and the County Council will have the right to decline.

The Chairman and Members agreed that this policy would be welcomed as it would allow individuals to gradually retire, however there was a need to ensure that the Services provided by the County Council would not suffer.

**Resolved:**

That the recommendations contained within the report be approved.