

Durham County Council

Human Resources Committee

At a Meeting of the Human Resources Committee held at the County Hall, Durham on **Friday 17 November 2006** at **10.45 a.m.**

Present:

Councillor D Coates in the Chair

Members of the Committee

Councillors Davies, Meir, Nicholls, Shuttleworth, Simmons, Trippett and Williams.

Other Members:

Councillors Armstrong, Bell, Ebbatson and Iveson.

A1 Minutes of the Meetings held on 18 August and 25 September 2006

The Minutes of the meetings held on 18 August and 25 September 2006 were confirmed by the Committee as a correct record and signed by the Chairman.

With reference to Minute A1 of the Minutes of 25 September 2006 and following confirmation by the Head of Human Resources that the consultation with the unions had taken place and had led to no amendment to the policy statement, the Committee adopted the policy statement under the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations as presented at that meeting.

A2 Age Discrimination Update

The Committee noted and commented on a report from the Head of Human Resources which gave an update on the implementation of the Age Discrimination Regulations, including the current strategy for older workers within the County Council (for copy see file of Minutes).

The Head of Human Resources confirmed that new policies were being developed in line with the Age Discrimination Regulations, details of which would be presented to the Committee in due course. The current policy of retirement at age 65 will be retained for the present but will be revisited as case law develops.

The Committee considered, noted and commented on a report from the Head of Human Resources on Sickness Absence: Quarterly Performance Monitoring (for copy see file of Minutes).

Councillor Nicholls commented that the Authority had progressed well as a whole in reducing sickness absence, however the services that had a smaller workforce should be monitored carefully as the absence of just two or three employees could have a big impact on the services' sickness absence figures.

Councillor Shuttleworth expressed concern about the monetary value of sickness absence and that it still appeared too high.

Councillor Coates commented that the Authority seemed to have reached a plateau which was proving difficult to move on from and would welcome any suggestions for consideration as to how sickness absence could be tackled further.

Signed by Councillor.....
Chairman of the meeting held on 16 March 2007