



Human Resources Committee

Date Friday 10 November 2017
Time 10.00 am
Venue Committee Room 2, County Hall, Durham

Business

Part A

1. Apologies for Absence
2. Substitute Members
3. Declarations of Interest (if any)
4. The Minutes of the Meeting held on 8 September 2017 (Pages 3 - 5)
5. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration
6. Any resolution relating to the exclusion of the public during the discussion of items containing exempt information

Part B

Items during which it is considered the meeting will not be open to the public (consideration of exempt or confidential information)

7. Applications for Early Retirement and/or Voluntary Redundancy and Compulsory Redundancy for Council Employees (Pages 7 - 16)
8. Application for Flexible Retirement from an Employee of Regeneration and Local Services (Pages 17 - 22)
9. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration

Helen Lynch
Head of Legal and Democratic Services

County Hall
Durham
2 November 2017

To: **The Members of the Human Resources Committee**

Councillor S Iveson (Chair)
Councillor J Clark (Vice-Chair)

Councillors J Atkinson, J Carr, M Davinson, J Grant, N Grayson,
T Henderson, D Hicks, A Hopgood, S Hugill, L Kennedy, H Liddle,
S McDonnell, S Morrison, R Ormerod, J Robinson, J Shuttleworth,
A Surtees, M Wilkes and M Wilson

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DURHAM COUNTY COUNCIL

At a Meeting of **Human Resources Committee** held in Committee Room 2, County Hall, Durham on **Friday 8 September 2017 at 10.00 am**

Present:

Councillor S Iveson (Chair)

Members of the Committee:

Councillors J Clark (Vice-Chair), J Atkinson, N Grayson, T Henderson, D Hicks, A Hopgood, S Hugill, L Kennedy, H Liddle, S McDonnell, S Morrison, J Shuttleworth, A Surtees and M Wilkes

1 Apologies for Absence

Apologies for absence were received from Councillor M Davinson, R Ormerod and M Wilson.

2 Substitute Members

There were no substitute members present.

3 Declarations of Interest

There were no declarations of interest.

4 Minutes

The Minutes of the Meeting held on 6 July 2017 were agreed as a correct record and signed by the Chairman.

5 Update on the Health and Safety Service

The Committee received a presentation from the Occupational Health and Safety Manager that provided an update on the Health and Safety Service (for copy see file of Minutes).

The presentation highlighted the following points:-

- 2016/17 end of year headlines
- Activity in 2017/18
- Health and Wellbeing
- Water Safety
- Legal Update
- Looking Ahead

Referring to the 17% reduction in accidents and near misses compared to the 5% increase in total days lost for accidents, Councillor Wilkes asked why there appeared to be this discrepancy. The Occupational Health and Safety manager advised that people were off work longer however work took place between the manager and HR to help and support people in returning to work. He would provide further details following the meeting.

Councillor Atkinson made reference to the Survey on Stress and asked how this was managed. The Occupational Health and Safety Manager advised that the Health and Safety Executive toolkit was used. He added that there were six known causes of stress in the workplace – demands, control, support, relationships, role and change. Questions would be asked to ascertain what had happened in the workplace to cause stress and the set questions from the HSE would help determine and measure the levels of stress. The authority also benchmark against other comparable authorities.

Resolved:

That the update be noted.

6 Exclusion of the public

Resolved:

That under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

7 Applications for Early Retirement and/or Voluntary Redundancy and Compulsory Redundancy for Council Employees

The Committee considered a joint report of the Director of Transformation and Partnerships, Corporate Director of Regeneration and Local Services, and the HR Advice and Support Manager regarding applications for Early Retirement and Voluntary Redundancy for Council employees (for copy see file of Minutes).

Resolved:

That the cases of Early Retirement and Voluntary Redundancy be noted and agreed with effect from the dates specified in the report.

8 Application for Early Release of Pension Benefits on Compassionate Grounds from a Former Employee of Regeneration and Local Services

The Committee considered a joint report of the Corporate Director of Regeneration and Local Services and the HR Advice and Support Manager regarding an early release of a deferred pension on compassionate grounds (for copy see file of Minutes).

Resolved:

That the preferred option (a) be agreed.

9 Such other business.

The Chairman agreed that Councillor Shuttleworth could ask a question under any other business.

Councillor Shuttleworth was advised that this matter was not within the remit of the Human Resources Committee.

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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