

## **DURHAM COUNTY COUNCIL**

At a Meeting of **Human Resources Committee** held in Committee Room 2, County Hall, Durham on **Friday 11 December 2015 at 10.00 am**

### **Present:**

**Councillor J Robinson (Chairman)**

### **Members of the Committee:**

Councillors S Iveson (Vice-Chairman), J Armstrong, J Clark, T Henderson, K Henig, D Hicks, J Hillary, I Jewell, B Moir, S Morrison and A Turner

### **Also Present:**

J Kemp – HR Advice and Support Manager, Resources  
N Orton – Pensions Manager  
J Walt – HR Business Lead, Children and Adults Services  
S Weston – HR Business Lead, ACE, RED and Resources  
L Mason – HR Business Lead, Neighbourhood Services

### **1 Apologies for Absence**

Apologies for absence were received from Councillors J Brown, K Dearden, O Gunn, R Ormerod and A Surtees.

### **2 Substitute Members**

There were no substitute Members.

### **3 Declarations of Interest**

There were no declarations of interest.

### **4 Minutes**

The Minutes of the meeting held on 20 November 2015 were agreed as a correct record and were signed by the Chairman.

### **5 Exclusion of the Public**

That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 21A of the Act.

## **6 Applications for Early Retirement and/or Voluntary Redundancy for Council Employees**

Consideration was given to the joint report of the Corporate Directors, Children and Adults Services, Regeneration and Economic Development, Neighbourhood Services and Resources, and the Human Resources Manager (for copy see file of Minutes).

Members discussed the application at paragraph 6 in the report and sought assurances that the level of service would not be detrimentally affected by the division and re-allocation of the role in future. This was a valuable professional service for employees that should not be diluted by the deletion of this post.

The Corporate Director, Resources explained to Members how the duties of the post would be allocated in future to two experienced Officers and assured Members that there would be no detriment to service delivery through careful planning. He would continue to oversee the service moving forward.

Members asked that the Officer be thanked for the valuable service and support she had provided to the Committee.

Following a question from Councillor Armstrong about the employee at paragraph 3 in the report, the Committee was advised that the leaving date of 31 March 2016 reflected the new service structure which would be in place with effect from April 2016.

The comment was made by the Chairman which was endorsed by the Committee that Members were concerned for the well-being of employees in these times of austerity where difficult decisions had to be made to achieve the required MTFP savings.

### **Resolved:**

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

## **7 Application for Early Release of Pension Benefits on Compassionate Grounds from a Former Employee of Neighbourhoods Services**

Consideration was given to the joint report of the Corporate Director, Neighbourhood Services and the Human Resources Manager regarding an application for the early release of pension benefits (for copy see file of Minutes).

Members felt that in view of the exceptional circumstances of the former employee the application should be granted with reductions.

### **Resolved:**

That in view of the applicant's circumstances, the application for the early release of pension benefits be granted on compassionate grounds with reductions (option 6b in the report).