

DURHAM COUNTY COUNCIL

At a Meeting of **Human Resources Committee** held in Committee Room 2, County Hall, Durham on **Friday 10 February 2017 at 10.00 am**

Present:

Councillor J Hillary (Chairman)

Members of the Committee:

Councillors S Iveson (Vice-Chairman), J Armstrong, J Brown, J Clark, K Dearden, D Hicks, S Morrison and J Shuttleworth

Also Present:

J Kemp – Human Resources Advice and Support Manager

J Walt – HR Business Lead

L Mason – HR Business Lead

S Foster – Senior Pensions Officer

1 Apologies for Absence

Apologies for absence were received from Councillors J Blakey, T Henderson, K Henig, B Moir, R Ormerod, K Shaw 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 11 January 2017 were agreed as a correct record and were signed by the Chairman.

5 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.

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

The Committee considered a joint report of the Corporate Directors of Adults and Health Services, Children and Young People's Services, Resources, Regeneration and Local Services, and the Human Resources Advice and Support Manager (for copy see file of Minutes).

In discussing the applications at paragraphs 10-13 in the report, Councillor Armstrong expressed concern about the potential loss of expertise. The Committee was informed that additional support was being given to the training and development of existing employees to ensure service delivery was maintained.

With regard to the employees specified in paragraphs 27-32 in the report, Councillor Hillary expressed concern at the loss of two posts which provided a valuable service, particularly as the period of austerity continued. Members shared these concerns but were informed by Councillor Brown that training and development had been undertaken with employees to allow greater flexibility across the whole Team, which mitigated against the loss of the posts and ensured continuity of service.

Resolved:

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