



Human Resources Committee

Date Friday 12 January 2018
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 December 2017 (Pages 3 - 4)
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 for Council Employees (Pages 5 - 10)
8. Application for Early Release of Pension Benefits on Compassionate Grounds from a Former Employee of the Resources Service (Pages 11 - 38)
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
4 January 2018

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

Contact: Jill Errington

Tel: 03000 269703

DURHAM COUNTY COUNCIL

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

Present:

Councillor J Clark (Chair)

Members of the Committee:

Councillors J Carr, M Davinson, A Hopgood, S Hugill, L Kennedy, S McDonnell, S Morrison and J Robinson

Also Present:

J Kemp – HR Manager
N Orton – Pensions Manager
L Mason – HR Business Lead
J Walt – HR Business Lead

1 Apologies for Absence

Apologies for absence were received from Councillors S Iveson, J Atkinson, J Grant, N Grayson, T Henderson, D Hicks, H Liddle, R Ormerod, J Shuttleworth, A Surtees, M Wilkes and M Wilson.

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 10 November 2017 were agreed as a correct record and were signed by the Chair.

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 involved 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 Adult and Health Services, Regeneration and Local Services, Children and Young People Services and Transformation and Partnerships, and the Human Resources Advice and Support Manager regarding applications for Early Retirement and Voluntary Redundancy for Council employees (for copy see file of Minutes).

Following a question from Councillor Hopgood regarding the age of one of the employees at paragraphs 2-5 in the report, it was noted that at 65 the application did not require Committee approval. The Committee discussed the changes to the state pension age, and in response to a query from Councillor Robinson, the Pensions Manager confirmed that all employees had been notified of the changes to the Pensions Regulations in 2014, and received a pension benefits statement each year.

In discussing the employees at paragraphs 18-22 in the report Councillor Hopgood was concerned at the loss of three highly experienced Officers and the potential impact this may have on the Service. Members were informed that applications must be accompanied by a Business Case from the Service to demonstrate that plans were in place to ensure continued service delivery.

Members asked about progress with the Government's intentions to impose a cap of £95,000 on public sector exit payments. The Pensions Manager advised that there had been no further information from the Government regarding a likely implementation date and guidance was awaited.

Resolved:

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

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

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