



## Human Resources Committee

**Date** Friday 9 February 2018  
**Time** 10.00 am  
**Venue** Committee Room 2, County Hall, Durham

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### Business

#### Part A

1. Apologies for Absence
2. Substitute Members
3. Declarations of Interest (if any)
4. The Minutes of the Meeting held on 12 January 2018 (Pages 3 - 4)
5. Health and Safety Update  
Member briefing by the Occupational Health and Safety Manager
6. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration
7. 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)**

8. Applications for Early Retirement and/or Voluntary Redundancy for Council Employees (Pages 5 - 10)
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  
1 February 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

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**DURHAM COUNTY COUNCIL**

At a Meeting of **Human Resources Committee** held in Committee Room 2, County Hall, Durham on **Friday 12 January 2018 at 10.00 am**

**Present:**

**Councillor J Clark (Chair)**

**Members of the Committee:**

Councillors J Atkinson, J Carr, M Davinson, J Grant, T Henderson, D Hicks, A Hopgood, S Hugill, L Kennedy, A Surtees, M Wilkes and M Wilson

**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, N Grayson, H Liddle, S McDonnell, R Ormerod and J Shuttleworth.

**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 8 December 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 items of business on the grounds that they involve 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 Director of Adult and Health Services and the Human Resources Manager regarding applications for Early Retirement and Voluntary Redundancy for Council Employees (for copy see file of Minutes).

In discussing the applications, Councillor Wilkes noted that the number of posts to be retained had not been included in the report which he considered would have been useful. Given the number of front-line positions deleted from the structure, the Member had concerns about the future delivery of the Service.

The Human Resources Manager advised that through the ongoing strategic review of the Service, Managers were satisfied that sufficient numbers of Team Leaders and Workers would be retained to continue to provide an efficient and effective service going forward.

### **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 the Resources Service**

The Committee considered a joint report of the Corporate Director of Resources and the Human Resources Manager regarding an application for the early release of pension benefits on compassionate grounds from a former employee of the Resources Service (for copy see file of Minutes).

The Committee discussed the application in line with the criteria for compassionate cases. In determining the application Members took into account the age of the former employee, their financial circumstances and the cost to the Council in granting the request.

### **Resolved:**

That the application for the early release of both unreduced and reduced pension benefits on compassionate grounds, be refused (option 6(a) 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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