

## **DURHAM COUNTY COUNCIL**

At a Meeting of **Human Resources Committee** held in Council Chamber, County Hall, Durham on **Friday 9 June 2017 at 1.30 pm**

### **Present:**

**Councillor S Iveson (Chair)**

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

Councillors J Clark (Vice-Chair), M Davinson, N Grayson, T Henderson, A Hoggood, P Jopling, H Liddle, R Ormerod, J Robinson, J Shuttleworth and A Surtees

### **Also Present:**

J Hewitt – Corporate Director of Resources  
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 J Atkinson, D Hicks, S Hugill, S McDonnell, S Morrison, M Wilkes and M Wilson.

### **2 Substitute Members**

Councillor P Jopling substituted for Councillor S McDonnell.

### **3 Declarations of Interest**

There were no declarations of interest.

### **4 Minutes**

The Minutes of the meeting held on 12 April 2017 were agreed as a correct record and were signed by the Chairman.

### **5 Applications for Early Retirement and Voluntary Redundancy - Assumed Leaving Dates**

Councillor Shuttleworth stated that the Committee had agreed that assumed leaving dates for employees should be at least one month ahead, and noted that two applications on the report to be presented to Members were in respect of employees who had already left the Authority.

Members were informed that these were cases of Compulsory Redundancy and were reported to the Committee for information.

## **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 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.

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

The Committee considered a joint report of the Corporate Directors of Children and Young People's Services, Resources, Transformation and Partnerships Service and Adult and Health Services, and the HR Manager (for copy see file of Minutes).

Councillor Hopgood expressed concern at the potential for further impact on service delivery by the deletion of the post at paragraphs 20-22 in the report. The HR Business Lead informed the Committee that the new structure ensured that the Service was 'fit for purpose' with no impact on frontline service delivery.

With regard to the application at paragraphs 23-25 in the report Councillor Robinson considered that the employee would be a great loss to the Authority and asked if employees in similar positions across other services would be reviewed. The Corporate Director of Resources confirmed that this application was not associated with any general exercise for the posts referred to.

In response to a query from Councillor Shuttleworth regarding the employee at paragraphs 32-39 in the report, the Member was informed that the employee had been ring-fenced for the newly established post but had been unsuccessful.

### **Resolved:**

That

- a) The cases of Early Retirement and Voluntary Redundancy be noted and agreed with effect from the dates specified in the report.
- b) The cases of Compulsory Redundancy and Early Retirement be noted.

## **8 Application for Early Release of Pension Benefits on Compassionate Grounds from a former Employee of the Children and Young People's Service**

The Committee considered a joint report of the Corporate Director of Children and Young People's Services and the HR Manager (for copy see file of Minutes).

In response to a question from Councillor Hopgood, Members were informed that an applicant should meet all of the agreed criteria for considering requests for the early release of pension benefits as set out in 7(a) to (e) in the report. In light of this the Member did not consider that the applicant met 7(a).

**Resolved:**

That as there was no cost to the Council the application for the early release of pension benefits be granted with reductions (option 6(c) in the report).

**9 Application for Early Release of Pension Benefits on Compassionate Grounds from a former Employee of the Children and Young People's Service**

The Committee considered a joint report of the Corporate Director of Children and Young People's Services and the HR Manager (for copy see file of Minutes).

In response to a question from Councillor Surtees, the HR Manager confirmed that the applicant had been advised to contact the Welfare Rights Service.

**Resolved:**

That due to the cost to the Council in allowing the early release of pension benefits, the application be refused.