

EMPLOYMENT COMMITTEE

15 December 2017

- * Councillor Paul Spooner (Chairman)
- * Councillor Matt Furniss (Vice-Chairman)
- * Councillor Caroline Reeves

*Present

EM6 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES

There were no apologies for absence.

EM7 LOCAL CODE OF CONDUCT - DISCLOSABLE PECUNIARY INTERESTS

There were no disclosures of interest.

EM8 MINUTES

The Committee approved the minutes of the meeting held on 28 June 2017. The chairman signed the minutes.

EM9 EXCLUSION OF PRESS AND PUBLIC

The Committee

RESOLVED:

That under Section 100A(4) of the Local Government Act 1972, the press and 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 to the Act.

EM10 VOLUNTARY EARLY RETIREMENT IN THE INTERESTS OF THE EFFICIENCY OF THE SERVICE

The Committee considered a report on the proposed financial settlement associated with the voluntary early retirement in the interests of the efficiency of the service of the officer named therein, with effect from 28 February 2018.

The Committee was reminded of the policy in relation to the early termination of employment under the Discretionary Compensation Regulations 2006, which allowed the Council to grant early retirement to employees subject to certain conditions.

In this case, the Committee could determine a financial settlement up to £95,000 in connection with the termination of employment, subject to the requirements of the Pay Policy Statement. In considering this case, the Committee considered the financial savings to be made over the longer term and weighed this up against the impact of the loss of the employee's skills and experience, and the overall reasonableness of the proposal.

Whilst the officer would not receive any payment directly in relation to his retirement, he was entitled to immediate pension benefits and the Council would incur pension strain costs of £94,425.17 to prevent him having actuarial reductions applied to his pension benefits.

Having considered the proposal, the Committee

RESOLVED: That the proposed financial settlement associated with the voluntary early retirement in the interests of the efficiency of the service of the officer referred to in the report submitted to the Committee, be approved with effect from 28 February 2018.

Reason:

To achieve significant savings across the organisation and create a streamlined senior management structure.

The meeting finished at 2.20 pm

Signed

Chairman

Date