

**EMPLOYMENT COMMITTEE  
28 OCTOBER 2015  
7.30 - 8.50 PM**



**Present:**

Councillors McLean (Chairman), Allen (Vice-Chairman), Mrs Angell, Mrs Birch, Leake, Mrs Temperton, Virgo and Worrall

**Also Present:**

Janet Berry, Head of Community Learning and Skills  
Tony Madden, Chief Officer; Human Resources  
Vincent Palicska, Director of Environment, Culture & Communities  
Kim Stevens, Human Resources Manager

**Apologies for absence were received from:**

Councillors Heydon and Ms Miller

**18. Declarations of Interest**

There were no declarations of interest.

**19. Minutes from previous meeting**

**RESOLVED** that the minutes of the meeting held on 3 September 2015 be approved as a correct record and signed by the Chairman.

**20. Urgent Items of Business**

There were no urgent items of business.

**21. Staff Survey Actions**

The Chief Officer; Human Resources reported that the Council wide staff survey action plan included a number of short, medium and longer term actions to address the six key themes which had arisen from the results of the staff survey. A number of the short term actions had already been completed and the medium and long term actions were all in train.

It was **RESOLVED** that the Committee noted the action plan and progress to date.

**22. Severance Policy Options**

The Chief Officer; Human Resources stated that the report before the Committee set out the reasons for and legal basis of the Council's current severance policy and presented options for the future. In light of the continuing need to make budget reductions, there was a need to examine the policy on severance payments but also a need to ensure that future restructurings and redundancies were dealt with fairly and good employee relations maintained.

He stated that the severance policy had last been considered by Members in 2011. When considering the severance policy of other local authorities across the country, the Council's 1.75 multiplier, was an average of what other authorities offered. This was considered to be a fair but not overgenerous policy.

Some members of the Committee felt that the current 1.75 multiplier was overgenerous and was not in tune with the commercial world or current economic climate. Other Members endorsed the 1.75 multiplier and stated that a measured approach was important.

The Chairman agreed to contact the Chief Executive to discuss the possibility of having an item on staff terms and conditions on a future Committee agenda.

It was **RESOLVED** that the Employment Committee retain:

- i) **the use of actual weekly pay levels for redundancy purposes**
- ii) **the policy of paying statutory weeks only to employees with immediate access to pension**
- iii) **the current x 1.75 multiplier of the statutory entitlement for employees with no immediate access to pension.**

**23. Public Sector Exit Payment Cap**

The Chief Officer; Human Resources presented a report that brought to the Committee's attention a potential legislative change in the governments approach to public sector severance payments.

It was **RESOLVED** that the Committee noted the report.

**24. Date of Next Meeting**

16 December 2015.

**25. Exclusion of Public and Press**

**RESOLVED** that pursuant to Regulation 21 of the Local Authorities (Executive Arrangements) (Access to Information) Regulations 2000 and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of Item 10 and 11 which involves the likely disclosure of exempt information under the following category of Schedule 12A of the Local Government Act 1972:

- (1) Information relating to an individual (Item 10)
- (3) Information relating to the financial or business affairs of any particular person. (Item 11)

**26. Community Learning Restructure**

The Committee carefully considered the report.

**It was RESOLVED that the post holder identified in the Exempt Appendix A to the report be declared redundant with effect from 31 January 2016 in accordance with the terms set out in the Exempt Appendix A.**

**27. Coral Reef Enhancement Project - Employment Implications**

The Committee carefully considered the report.

It was **RESOLVED** that;

- i) approval be given to the deletion of the posts identified in the Exempt Appendix A attached to the report with effect from 31 January 2016.**
- ii) subject to any redeployment opportunities offered to those affected, the post holders be declared redundant in accordance with the terms set out in the Exempt Appendix A attached to the report, with the costs being met from the Structural Changes Fund.**

**CHAIRMAN**