

# EMPLOYMENT COMMITTEE

30 MARCH 2014

## PRESENT:

Councillors Powell (Chairman), Leytham (Vice-Chairman), Bacon, Mynott, Pearce and Smedley

(**APOLOGIES FOR ABSENCE** were received from Councillors Constable and Taylor).

## 236. MINUTES

The Minutes of the Meeting held on 24 July 2014, as printed and circulated, were taken as read, approved as a correct record and signed by the Chairman.

## 237. DECLARATIONS OF INTEREST

There were no declarations of interest.

## 238. PAY POLICY STATEMENT

Members received a report on the Council's duties under Section 38 of the Localism Act 2011 regarding the preparation of a Pay Policy Statement applicable for the 2015/16 financial year.

It was reported that the policy statement was refreshed year on year but there had been no substantial changes for the 2015/16 statement.

**RESOLVED:** That the contents of the Pay Policy Statement as set out in the report be noted and it be recommended to Council for approval.

## 239. DISCRETIONARY PAYMENTS POLICY

Members received a report on policies on discretions to be exercised under the LGPS Regulations in relation to members of the Career Average Revalued Earnings (CARE) Scheme. The report also informed Members of the Committee on the Council's policies on discretions for Scheme members who left prior to 1 April 2014, and of the Council's discretionary compensation policies.

It was reported that the Council was part of the Staffordshire Pension Fund and as an employer, has some discretion over certain issues. Some of the discretions are applied consistently in all cases but it was noted that there are situations where the business needs of the Council would be the priority. It was noted that where decisions were taken on a case by case basis these were determined through business cases. Decisions are not influenced by protected characteristics and therefore there were no equality issues arising from discretions being applied.

When asked, it was reported that the policies had been considered by the Employee Liaison Group which includes Union representatives.

**RESOLVED:** (1) That the policies on discretions to be exercised under the LGPS Regulations in relation to active Scheme members and member who cease active membership after 31 March 2014 be approved; and

(2) That the policies for Scheme members who left prior to 1 April 2014 be approved along with the discretionary compensation policies.

**240. EXCLUSION OF PUBLIC AND PRESS**

**RESOLVED:** "That as publicity would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted, the public and press be excluded from the meeting for the following items of business, which would involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972"

**IN PRIVATE**

**241. VOLUNTARY REDUNDANCY IN THE INTEREST OF EFFICIENCY OF THE SERVICE**

Members considered an application for voluntary redundancy received as part of the Council's Fit for the Future Programme.

Some Members had concerns as to whether this redundancy would put pressure on retained staff however reassurances were given that this had been considered carefully in the business case for the VR and managers were confident there was capacity to absorb the remaining elements of the role

**RESOLVED:** That the application for Voluntary Redundancy as detailed in Appendix A to the report be approved.

**242. VOTE OF THANKS**

**RESOLVED;** That the sincere thanks be accorded to the Chairman, Vice-Chairman and Committee Members for their work over the past year.

(The Meeting closed at 6.45p.m.)

CHAIRMAN