

EARLY RETIREMENT SUB-COMMITTEE**17 JULY 2007**

Chairman: * Councillor Richard Romain

Councillors: * Miss Christine Bednell * Keith Ferry (1)

* Denotes Member present
(1) Denotes category of Reserve Member**PART I - RECOMMENDATIONS - NIL****PART II - MINUTES****22. Attendance by Reserve Members:****RESOLVED:** To note the attendance at this meeting of the following duly appointed Reserve Member:-

<u>Ordinary Member</u>	<u>Reserve Member</u>
Councillor Mano Dharmarajah	Councillor Keith Ferry

23. Declarations of Interest:**RESOLVED:** To note that Councillor Richard Romain declared an interest by virtue of his membership of the Pension Fund Investments Panel.**24. Arrangement of Agenda:****RESOLVED:** That all items be considered with the press and public present with the exception of the following item for the reasons set out below:

<u>Item</u>	<u>Reason</u>
9. Redundancy / Early Retirement Cases for Organisational Review and Budget Saving	This item was considered to contain exempt information as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972 in that it contained information relating to individuals.

25. Minutes:**RESOLVED:** That the minutes of the meeting held on 13 June 2007 be deferred until printed in the Council Bound Minute Volume.**26. Public Questions, Petitions and Deputations:****RESOLVED:** To note that no public questions were put, or petitions or deputations received at this meeting under the provisions of Committee Procedure Rules 19, 16 and 17 (Part 4B of the Constitution) respectively.**27. Redundancy / Early Retirement Cases for Organisational Review and Budget Saving:**

The Sub-Committee received a report of the Director of People, Performance and Policy, which detailed two individual business cases for voluntary redundancy. In response to a number of questions from Members, officers provided the following information:

- the authority was unlikely to be recruiting any new personal assistants in the next twelve months unless current/existing personal assistants left the authority's employment;
- there was no further information available as to whether the Secretary of State had agreed to capitilisation of the costs associated with voluntary redundancy;
- if Members were not minded to grant voluntary redundancy for individuals, it was likely that individuals would face compulsory redundancy. Compulsory redundancy was a less attractive financial package for individuals, and there was some legal risks associated with adopting this course of action.

In relation to Paragraph 2.29 of the report, Members sought clarification of what was meant by alternative measures in respect of the savings required.

Members asked that future reports clearly identify the sources of savings with respect to funding gaps. Members were reassured that the Corporate Director of Finance had considered the report and had drafted Paragraph 2.29 accordingly.

RESOLVED: That (1) it be noted that in the cases detailed in the report of the Director of People, Performance and Policy, Regulation 4 of the Local Government (Early Termination of Employments) (Discretionary Compensation) (England and Wales) Regulations applied; and

(2) in the cases detailed in the report of the Director of People, Performance and Policy, discretion be exercised under Regulation 5 (Power to Increase the Statutory Redundancy Payments) and Regulation 6 (Discretionary Compensation).

(Note: The meeting having commenced at 6.05 pm, closed at 6.40 pm)

(Signed) COUNCILLOR RICHARD DAVID ROMAIN
Chairman