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**REPORT OF LICENSING AND GENERAL PURPOSES COMMITTEE**


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**(SPECIAL) MEETING HELD ON 19 FEBRUARY 2007**


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Chairman: \* Councillor Mrs Lurline Champagne

Councillors: \* Robert Benson \* Ashok Kulkarni  
 \* Don Billson \* Mrs Vina Mithani  
 \* Mrinal Choudhury \* John Nickolay  
 \* G Chowdhury \* Phillip O'Dell  
 \* Mano Dharmarajah \* Raj Ray  
 \* Thaya Idaikkadar \* Tom Weiss  
 \* Nizam Ismail \* Jeremy Zeid

\* Denotes Member present

**PART I - RECOMMENDATIONS - NIL**
**PART II - MINUTES**
**32. Declarations of Interest:**

**RESOLVED:** To note there were no declarations of interest made by Members in relation to the business to be transacted at this meeting.

**33. Arrangement of Agenda:**

**RESOLVED:** That (1) in accordance with the Local Government (Access to Information) Act 1985, the following item be admitted late onto the agenda by reason of the special circumstances and grounds for urgency stated:

<u>Agenda Item</u>	<u>Special Circumstances and Grounds for Urgency</u>
35. Strategy for Early Retirement - agenda report and tabled paper.	Consultation with the Trade Unions had not taken place at the time the agenda went to print. In addition a paper tabled at the meeting summarised comments from the Trade Union. Members were requested to consider the late report together with the tabled paper in order to make an informed decision. The report had to be considered urgently in order to amend policy which would implement the new strategy for early retirement in time for the 1 April deadline.

(2) the following item be deferred until the next ordinary meeting for the reason stated below:

<u>Agenda Item</u>	<u>Reason</u>
36. Flexible Retirement Policy	It was agreed that there were no grounds for urgency to hear this item, and due to the limited time available at this Special meeting, it was agreed that this item be deferred.

(3) all items be considered with the press and public present.

**34. Minutes:**

**RESOLVED:** That the minutes of the meeting held on 18 September 2006 be deferred until the next ordinary meeting of the Licensing and General Purposes Committee.

**35. Strategy for Early Retirement:**

The Committee received a report of the Director of Financial and Business Strategy, which sought approval of the proposed new strategy for early retirement (ie. redundancy, efficiency of the service and Regulation 31) with effect from 1 April 2007.

An officer drew Members' attention to the proposed recommendation which was to approve the new strategy for early retirements, and in particular to:

- (i) note that the discretion to award compensatory added years was being removed with effect from 1 April 2007; and
- (ii) agree to continue to base severance payments on actual week's pay and apply the Council's current enhancement policy.

It was noted that the Trade Union had been involved in negotiations and a response summarising their views was tabled at the meeting.

Responding to questions, the Director of Financial and Business Strategy explained that the cost of redundancy currently fell on the revenue fund, and was spread over a maximum period of three years. The new strategy aimed to reduce the total cost and also spread the cost over a longer period. The new strategy included changes to the treatment of "strain on the pension fund" costs. She further went on to explain that an actuarial valuation took place every three years, which took into consideration liabilities such as retirement benefits and assets, namely the fund's investments, and, at the previous valuation, 82% of the Authority's assets were covered. The valuation would identify the liability gap which then dictated the employer's contribution for the following three years. It was noted that the policy was required to be in place prior to the organisational structure changes.

**RESOLVED:** That the new strategy for early retirements be approved, and in particular:

- (i) that the discretion to award compensatory added years be removed with effect from 1 April 2007;
- (ii) to continue to base severance payments on actual week's pay and apply the Council's current enhancement policy.

36. **Flexible Retirement Policy:**

**RESOLVED:** That this item be deferred to the next meeting of the Licensing and General Purposes Committee, due to be held on 5 March 2007.

(See also Minute 33).

(Note: The meeting, having commenced at 7.00 pm, closed at 7.30 pm).

(Signed) COUNCILLOR MRS LURLINE CHAMPAGNIE  
Chairman