

Minutes of: HUMAN RESOURCES AND APPEALS PANEL

Date of Meeting: 22 July 2014

Present: Councillor T Holt (in the Chair)
Councillors I Gartside and J Smith

Also in attendance:

Public Attendance: No members of the public were present at the meeting.

Apologies for Absence:

HRA.197 DECLARATIONS OF INTEREST

Councillor Holt declared a personal interest in Minute HRA.200 – Applications for VER/FR/VS as he knew one of the applicants on a personal level.

Councillor Smith declared a personal interest in Minute HRA.200 – Applications for VER/FR/VS as he knew one of the applicants on a personal level.

HRA.198 EMPLOYER DISCRETIONS: STATEMENT OF POLICY LOCAL GOVERNMENT PENSION SCHEME

Guy Berry, Assistant Director – Human Resources presented a report from the Executive Director of Resources and Regulation setting out the proposed discretions that may be exercised in accordance with the Local Government Pension Scheme Regulations (2013).

The discretions fall under four broad headings:

- Policy in respect of active pension scheme members;
- Policy in respect of deferred pension scheme members;
- Discretions relating to redundancy;
- Discretions relating to early retirement on the grounds of ill health

The proposed discretions were listed at the back of the report at 3.2 (Discretions in accordance with the Local Government Pension Scheme Regulation 2013 [prefix] and the Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014), 3.3 (Discretions in accordance with the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007) and 3.4 (Discretions relating to Redundancy in accordance with the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations, 2006).

It was explained that the Discretions Policy had been drafted to take account of the written guidance and consolidates current arrangements for dealing with premature retirements with custom and practice. The Policy also incorporates new discretions that are integral to the latest regulations.

Delegated decision:

That the proposed discretions set out at 3.2, 3.3 and 3.4 of the report be agreed.

HRA.199 EXCLUSION OF THE PRESS AND PUBLIC

Delegated decision:

That, in accordance with Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of the following item of business since it involves the likely disclosure of exempt information.

HRA.200 APPLICATIONS FOR VER/FR/VES/VS

Consideration was given to applications from employees requesting voluntary severance, premature or flexible retirement from the Council.

Delegated decision:

That the following employees be allowed to retire prematurely/be granted voluntary severance/flexible retirement:-

Employee	Department	Retirement Date	Grounds
GB	DRR	31.07.2014	Flexible Retirement
IH	CWB	07.09.2014	Flexible Retirement
SH	DRR	30.09.2014	VER efficiency with Severance

COUNCILLOR T HOLT
Chair

(Note: The meeting started at 1.00 pm and ended at 1.40 pm)