

Minutes of: HUMAN RESOURCES AND APPEALS PANEL

Date of Meeting: 24 June 2015

Present: Councillor T Holt (in the Chair)
Councillors R Hodgkinson and D Jones

Also in attendance: Tracy Murphy – Acting Assistant Director of HR
Caroline Schofield – HR and Business Support Manager

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

Apologies for Absence:

HRA.1 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

HRA.2 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.3 APPLICATIONS FOR VER/FR/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
CR	CYP & C	31.08.2015	Voluntary Severance
RS	CYP & C	30.06.2015	VER efficiency with Severance
DN	C & W	30.06.2016	Voluntary Severance
FR	C & W	30.06.2015	Flexible Retirement
GB	C & W	30.06.2015	VER efficiency with Severance
KJ	R & R	30.06.2015	VER efficiency with Severance

HRA.4 LOCAL AUTHORITIES (STANDING ORDERS) (ENGLAND) (AMENDMENT) REGULATIONS 2015

Tracy Murphy, Acting Assistant Director of Human Resources presented a report setting out the requirement for the Council to amend its Standing Orders in response to new regulations that had been passed.

It was explained that the new regulations removed the requirement to appoint a Designated Independent Person to investigate disciplinary issues in relation to the Head of Paid Service, the Monitoring Officer and the Section 151 Officer. The Council would, in future, be required to form an independent panel which must include independent persons who are electors for the Council's area. The disciplinary decision should then be taken transparently by full Council who must consider advice, views or recommendations from the independent panel.

It was agreed:

That the amendment be noted.

HRA.5 EMPLOYER DISCRETIONS:STATEMENT OF POLICY LOCAL GOVERNMENT PENSION SCHEME (LGPS) - AMENDMENT

Tracy Murphy, Acting Assistant Director for Human Resources presented a report setting out suggested additional wording to the published Local Government Pension Scheme discretions which had been published in July 2014.

The addition was explained as relating to Regulation B30(2)* - whether to grant application for early payment of deferred benefits on or after age 55 and before age 60 and related to former employees.

The additional wording was explained as being placed at the end of the following statement:-

The Council's policy is that applications for early payment of deferred pension benefits from former employees will be approved and that deferred benefits will be paid with an actuarial reduction '**where there is no cost to the Council**'.

Delegated decision:

That the proposed addition to the discretion wording be approved.

COUNCILLOR T HOLT
Chair

(Note: The meeting started at 2.30 pm and ended at 3.30 pm)