



STAFFING POLICY COMMITTEE

MINUTES of a MEETING of the STAFFING POLICY COMMITTEE held at COUNTY HALL, TROWBRIDGE on WEDNESDAY 5 NOVEMBER 2008.

PRESENT:

Mr ML Baker (Chairman), Mrs EA Chettleburgh, Mr PR Davis, Mrs EM Hannaford-Dobson, Mr JP Osborn and Mr RS While.

Mr WR Moss also attended the meeting.

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40. **Apologies** Apologies for absence were received from Mr PCB Coleman, Miss MF de Rhé-Philippe and Mrs MSN Taylor.

41. **Minutes of Previous Meeting**

Resolved: To confirm and sign the minutes of the Committee meeting held on 9 July 2008.

42. **Flexible Retirement Policy** Consideration was given to a report by the Head of HR Operations which sought approval for the introduction of a policy on Flexible Retirement, following a change in the Local Government Pension Scheme Regulations.

It was noted that the County Council had a statutory responsibility to operate a policy on Flexible Retirement and that the provisions of the Policy would apply to all employees except non-teaching staff in locally managed schools, unless these schools adopted this Flexible Retirement Policy.

Resolved:

- (1) To adopt the principles of Option 2, as set out in the report.
- (2) To approve the proposed Flexible Retirement Policy, as set out in Appendix 1 to the report, to be introduced with effect from 1 January 2009.

43. **Grievance Appeals Sub-Committee**

Resolved: To receive the minutes of the Grievance Appeals Sub-Committee meeting held on 7 August 2008.

44. **Senior Officers Employment Sub-Committee**

Resolved: To receive the minutes of the Senior Officers Employment Sub-Committee held on 14 October 2008.

45. **Date of Next Meeting**

Resolved: To note that the next meeting of the Committee would be held on Wednesday 14 January 2009, starting at 10.30am.

46. **Exclusion of the Public**

Resolved: In accordance with Section 100A(4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Minute Numbers 47 & 48 because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 4 of Part I of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

47. **Severance Arrangements** The Assistant Director (LGR Staffing) reminded members that at its meeting on 23 May 2008, this Committee considered the decision of the Implementation Executive on severance arrangements, it being noted that it would be for each individual Council to agree its arrangements up to 31 March 2009 and that the County Council's scheme would continue into the new Council post April 2009. This Committee made the following decision:-

"That the Committee approve the severance arrangements as detailed in paragraphs 17 and 20 as detailed in the confidential report presented."

At its meeting on 9 July 2008, the Implementation Executive considered the Trade Union representations in respect of its decision on severance arrangements and resolved as follows:-

"(a) To agree that the choice open to those aged 50 years and over as set out in paragraph 17.2 and 17.3 of the March report be amended so that capping be at the level of the Discretionary Compensation Regulations with the multiplier of four rather than at the level of the lower cost to the employer of the two options.

(b) To agree that the review will remain to be conducted in 2011 and at that stage Trade Unions will be consulted on the outcome of that

review.”

The Assistant Director (LGR Staffing) presented the report as considered by the Implementation Executive and explained that the matter required the formal approval of this Committee in respect of the severance arrangements for this Council.

Resolved: To endorse the decision of the Implementation Executive made at its meeting on 9 July 2008 to amend the severance arrangements, as detailed in paragraph 4 of the confidential report presented.

48. **Pay Claim 2008-09 – Industrial Action** On report by the Assistant Director, LGR Staffing,

Resolved:

- (1) To note that the Trade Unions had unilaterally referred the overall pay claim for 2008/09 to independent arbitration and that should this eventually lead to a different pay settlement, then the pay award would be adjusted accordingly.**
- (2) To further note that in the meantime Council employers had decided nationally to implement this year’s pay offer of 2.45% (plus an additional £100 per annum on spinal column points 4, 5 and 6) to be backdated to 1 April 2008 when it is paid.**

(Duration of meeting: 10.30am – 11.15am)

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