

**Minutes of a meeting of the Staff and Pensions Committee
held on 16 December 2010**

Present:

Councillors Alan Farnell (Chair)
Peter Butlin
Jim Foster
Colin Hayfield
Brian Moss

Officers:

David Carter, Strategic Director Customers,
Workforce and Governance
John Galbraith, Corporate Legal Services
Bob Perks, Head of Human Resources
Jean Hardwick, Principal Committee
Administrator

1. General

(1) Apologies for absence

An apology for absence was received from Councillor Eithne Goode.

(2) Members Declarations of Personal and Prejudicial Interests

None.

(3) Minutes of the meeting held on 14 October 2010

Resolved

That the minutes be agreed and signed as a correct record.

2. Items Containing Exempt Information

Resolved:

To exclude the members of the public from the meeting for the items 3 and 4 below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 4 of Schedule 12A of the Local Government Act 1972.

3. Exempt minutes of the meeting held on 14th October 2010

Resolved:

That the minutes be agreed and signed as a correct record.

4. Workforce Planning – Severance Pay

David Carter, Strategic Director of Customers, Workforce and Governance, presented his report and invited Members to consider a revised severance payments scheme to be used in the case of staff whose employment was terminated on grounds of redundancy or in the 'interests of efficiency'.

The Committee –

Resolved that:

1. In the case of an employee whose employment is terminated on grounds of redundancy or on the grounds of efficiency, any redundancy or severance payment should be based upon actual earnings.
2. The Strategic Directors of Customers, Workforce and Governance and Resources are authorised to take into account any other proposals, within any parameters set by the Committee, which may arise before the consultation process closes on the 31st January 2011.
3. In the case of an employee whose employment is terminated on grounds of redundancy, before the 1st February 2011, a severance payment, should be made, based on the existing severance scheme (i.e. multiplier of 2.3 and without tapering down).
4. In the case of an employee whose employment is terminated on grounds of redundancy, on or after the 1st February 2011 who is age 54 or less or age 55 or over and unable to immediately access their accrued pension benefits a severance payment, based on applying a multiplier of 2.0 to the statutory redundancy payment formula, should be made.
5. In the case of an employee whose employment is terminated on grounds of redundancy, on or after the 1st February 2011 and before 31st October 2011 and who is age 55 or over and who is able to immediately access their accrued pension benefits a severance payment based on applying a multiplier of 2.0 to the statutory redundancy payment formula, should be made to the first £26,276 of an employees salary. Thereafter the following multiplier should be used at the following ages;
55 - 1.9, 56 - 1.8, 57 - 1.7, 58 - 1.6, 59 - 1.5, 60 - 1.4, 61 - 1.3, 62 – 1.2, 63 – 1.1, 64 – 1.0.
6. In the case of an employee whose employment is terminated on grounds of redundancy before the 1st April 2011 the Strategic Directors of CWG and Resources are authorised in consultation with the Portfolio Holder for Workforce and Governance, for exceptional cases to make a payment based upon resolution 3 above.
7. In the case of an employee whose employment is terminated on grounds of redundancy, on or after 31st October 2011, who is age 54 or less or age 55 or over and who is unable to immediately access their accrued pension

benefits a severance payment based on applying a multiplier of 1.75 to the statutory redundancy payment formula, should be made.

8. In the case of an employee whose employment is terminated on grounds of redundancy, on or after 31st October 2011, and who is age 55 or over and who is able to immediately access their accrued pension benefits a severance payment, based on applying a multiplier of 1.75 to the statutory redundancy payment formula, should be made for the first £26,276 of an employee's salary. Thereafter the following multiplier should be used at the following ages;
 - 55 - 1.65, 56 - 1.55, 57 - 1.45, 58 - 1.35, 59 - 1.25, 60 - 1.15, 61 - 1.05, 62 - 0.95, 63 - 0.85, 64 - 0.75.
9. In the case of an employee whose employment is terminated on grounds of efficiency, Strategic Directors have discretion to make severance payments up to the levels described above.

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Chair of Committee

The Committee rose at 3:55 p.m.