

Staff and Pensions Committee

Thursday 14 April 2011

Agenda

The Staff and Pensions Committee will meet at the **SHIRE HALL, WARWICK**, on **THURSDAY 14 April 2011 at 3.15 pm or on the rising of Cabinet, if that is later.**

1. General

(1) **Apologies for absence.**

(2) **Members Declarations of Personal and Prejudicial Interests.**

Members to declare the existence and nature of their personal interests at the commencement of the relevant item (or as soon as the interest becomes apparent). If that interest is a prejudicial interest the Member must withdraw from the room unless one of the exceptions applies.

Membership of a district or borough council is classed as a personal interest under the Code of Conduct. A Member does not need to declare an interest unless the Member chooses to speak on the matter relating to their membership. If the Member does not wish to speak on the matter, the Member may still vote on the matter without making a declaration.

(3) **Public minutes of the meeting held on the 16 December 2010.**

Enclosed.

2. Items Containing Exempt Information

To consider passing the following resolution:

‘That members of the public be excluded from the meeting for the items mentioned 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 public meeting held on the 16 December 2011

Enclosed.

4. Pay & Conditions review (Phase 2) payment of car allowances to Fire Officers.

The report (exempt) sets out further information and seeks a decision from the Committee on the reimbursement of costs incurred by uniformed fire officers in using their own cars when on emergency duty.

5. Voluntary redundancy/early retirement

The report (exempt) seeks the Committee's views on the future approach to adopt in using voluntary redundancy and/or early retirement in achieving savings proposals.

Report not available by deadline for despatch – to follow.

6. Pay & Conditions Review (Phase 2) –car allowance rates

The report (exempt) addresses the mileage rates payable to staff who use their own cars on Council business in the light of the Government's Budget announcement on Approved Mileage Allowance Payments.

7. Any other business

JIM GRAHAM
Chief Executive
April 2011

Membership

Councillors: Peter Butlin, Alan Farnell (Chair), Jim Foster, Eithne Goode, Colin Hayfield and Brian Moss.

General Enquiries: Please contact Janet Purcell on 01926 413716
E-mail: Janetpurcell@warwickshire.gov.uk **Enquiries about specific reports: Please contact the officers named in the reports.**

**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.