

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Staffing Committee**
held on Friday, 13th July, 2012 at Fred Flint Room, Westfields, Middlewich
Road, Sandbach CW11 1HZ

PRESENT

Councillor D Topping (Chairman)
Councillor H Murray (Vice-Chairman)

Councillors J P Findlow, J Jackson, M Jones, B Murphy and D Newton

Councillors in Attendance

Councillors B Burkill, M Grant, S Hogben, D Marren and A Moran

Officers

Paul Bradshaw, Head of HR and Organisational Development
Julie Davies, HR Strategy & Organisational Development Manager
Julie Openshaw, Places Legal Team Manager
Brian Reed, Democratic and Registration Services Manager
Rachel Graves, Democratic Services Officer

5 APOLOGIES FOR ABSENCE

There were no apologies for absence.

6 DECLARATIONS OF INTEREST

No declarations were made.

7 PUBLIC SPEAKING TIME/OPEN SESSION

There were no members of public present.

8 PAY POLICY STATEMENT 2012/13 UPDATE

The Committee considered a report on the updated Pay Policy Statement for 2012-13.

Cabinet had recently made some changes to the Council's Termination and Severance policies and as a result the Pay Policy Statement Section 8 – Redundancy Payments and Payments on Termination, had been updated to reflect these changes.

Cabinet had decided to reduce the Council's voluntary redundancy terms as follows:

- the payment for voluntary redundancies was to be reduced from a multiplier (of the statutory formula) of 2.0 to 1.8.

- the maximum number of weeks payable would be capped at 50 weeks rather than the 60 weeks currently.

Cabinet had also agreed to amend the application of the discretionary power relating to the termination of employment on the grounds of efficiency. Under the Council's current policy, employees can only be released on grounds of efficiency where they are aged 55 and over and are members of the Local Government Pension Scheme. Under the new arrangement, termination payments, on the grounds of efficiency, can be made up to the same maximum value applicable under the Council's voluntary redundancy scheme to any employee regardless of age.

The Committee was also asked to approve amendments to the Pay Policy Statement relating to Compromise Agreements.

Currently the Pay Policy Statement confirmed that the final decision and approval for any compromise agreement and associated costs rests with the Chief Executive. Given that the Chief Executive cannot approve a compromise agreement for themselves, the Pay Policy Statement had been updated to state that the final decision and approval for any termination payments and the terms of any associated compromise agreement for the Chief Executive would be subject to approval by the Staffing Committee.

The Committee suggested that additionally the details of the Chief Executive's termination payment and terms of the compromise agreement should be reported for noting to the next meeting of full Council and that the indicative figures be included in the report. The relevant paragraph is amended to read as follows:

"Termination payments in addition to a payment in relation to contractual notice pay (and including any outstanding holiday pay) for the Chief Executive and the terms of any associated compromise agreement will be subject to approval by the Staffing Committee and reported to the next meeting of full Council for noting and to include the indicative figures."

RESOLVED:

That, subject to the additional wording in relation to the approval of the Chief Executive's termination payments, Council be recommended to approve the updated Pay Policy Statement for 2012-13.

9 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That the press and public be excluded from the meeting during the consideration of the following item pursuant to Section 100(A) 4 of the Local Government Act 1972 as amended on the grounds that they involved the disclosure of exempt information as defined in Paragraph 4 of

Part 1 and 2 of Schedule 12A of the Local Government Act 1972 and public interest would not be served in publishing this information

10 SENIOR MANAGEMENT

The Committee considered the report of the Borough Solicitor and Monitoring Officer.

RESOLVED:

That Council be advised to approve the recommendations, as set out in the Report.

The meeting commenced at 2.30 pm and concluded at 3.45 pm

Councillor D Topping (Chairman)