

CORPORATE AFFAIRS COMMITTEE

A meeting of the Corporate Affairs Committee was held on 22 December 2010.

PRESENT: Councillor Clark (Chair), Councillors Brunton, Cox, McIntyre, McPartland, and Purvis.

OFFICERS: C Davies and S Harker.

**** DECLARATIONS OF INTEREST**

No declarations of interest were made at this point of the meeting.

****MINUTES**

The Minutes of the meetings held on 27 September and 6 October 2010 were taken as read and approved as true records.

EARLY RETIREMENT/VOLUNTARY REDUNDANCY

A joint report of the Directors of Human Resources, Legal and Democratic Services and Resources was presented for Members to consider agreeing a further temporary variation to the voluntary redundancy provisions in order to assist in the identification of saving and avoid or minimise any compulsory redundancies.

As part of the Council identifying savings to meet the funding gap, reviews of both staffing and non-staffing budgets were in progress. Voluntary redundancies could assist in this process by offering opportunities for re-structures and re-deployments. Previous enhanced voluntary redundancy schemes ran up to 21 March 2010 on the basis of 1.75 the usual redundancy payment and up to 7 October 2010 on the basis of 1.25 the usual redundancy payment.

A copy of the Council's Consultation, Redundancy Selection and Appeals Policy and the Early Retirement/Voluntary Redundancy Policy were attached at Appendix 1 to the submitted report. The Policy provided for redundancy payments of up to 30 weeks pay, to be made at actual pay rather than at the statutory level.

It was proposed that a further enhanced voluntary redundancy scheme should be established to run from 1 January 2011 for six weeks until 11 February 2011. This would temporarily enhance redundancy payments for volunteers on the following basis:

- Applications would be considered on the basis that approval would depend upon whether they would facilitate a saving, including, but not restricted to, the release of the applicant's post or another's post.
- Successful applications would receive the normal redundancy payment multiplied by 1.25 (a maximum, depending on age and service or 37.5 weeks pay).
- Responses to applications would be made as soon as possible.
- No change was proposed to the approach to added years in the case of staff over 55 years. Therefore added years would be considered in addition to redundancy payments only in exceptional circumstances and where costs could be balanced by savings to be made.
- Leaving dates would be by mutual agreement, depending on circumstances and savings needs, and no pay in lieu of notice would be offered.

It was recommended that consideration was given to agreeing the temporary enhancement of the voluntary redundancy scheme as outlined above.

ORDERED that the temporary enhancement of the Council's Early Retirement/Voluntary Redundancy Scheme be approved to run from 1 January 2011 for six weeks until 11 February 2011.

APPOINTMENTS TO THE INDEPENDENT PANEL ON MEMBERS' REMUNERATION

A report of the Director of Legal and Democratic Services was presented to seek the Committee's confirmation of appointments to the Independent Panel on Members' Remuneration.

Details of the current Panel were included in the submitted report. The two members whose terms of office were due to expire were B Footitt and P Hopson and both had expressed an interest to serve a further term of office. The current Panel members understood the legislation and had conducted themselves properly and fairly.

J Hargan, who was re-appointed in September 2009 to serve a further term of three years had since resigned due to other commitments. It was too late to recruit to the seat vacated by J Hargan for this year as the Panel was already considering the review of allowances for 2011/2012. In view of the fact that the Panel only met during December and February to conduct an annual review of allowances, it was recommended that recruitment was undertaken in September 2011 in time for next year's review of allowances.

ORDERED as follows that:

1. B Footitt and P Hopson be confirmed as re-appointed to the Independent Panel on Members' Remuneration for a further term of office of three years.
2. recruitment to the vacant post would commence immediately prior to the 2011/2012 review of allowances.