

MINUTES OF A MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD IN THE COUNCIL CHAMBER,
WALLFIELDS, HERTFORD ON
THURSDAY, 25 JANUARY 2007 AT
7.30 PM

PRESENT: Councillor D A A Peek (Chairman).
Councillors S A Bull (as substitute for Councillor
S Rutland-Barsby), Mrs D M Hone,
M P A McMullen, J O Ranger, P A Ruffles,
M Wood (as substitute for Councillor A M
Graham).

OFFICERS IN ATTENDANCE:

Anne Freimanis	- Chief Executive
Jeff Hughes	- Head of Democratic Services
Tina Nash	- Head of People and Organisation Services

532 APOLOGIES

Apologies for absence were submitted on behalf of
Councillors A M Graham and S Rutland-Barsby.

533 EXCLUSION OF PRESS AND PUBLIC

The Committee passed a resolution pursuant to Section
100(A)(4) of the Local Government Act 1972 to exclude the
press and public during consideration of the business
referred to in Minute 536 on the grounds that it involved the
likely disclosure of exempt information as defined in
paragraph 1 of Part 1 of Schedule 12A of the said Act.

RESOLVED ITEMSACTION534 MINUTES

RESOLVED – that the Minutes of the Human Resources Committee meeting held on 14 December 2006 be confirmed as a correct record and signed by the Chairman.

535 UPDATE ON REVISIONS TO THE LOCAL GOVERNMENT PENSION SCHEME (LGPS)

The Executive Member for Human Resources submitted a report on the details of the proposed Local Government Pension Scheme (LGPS) that would be operative from April 2008.

The Committee noted that the new scheme:

- was based on 1/60th of an employee's final salary (or the average of the best consecutive three years salary in the last 10 years of employment);
- provided survivor dependent pensions based on 1/60th of final salary;
- defined the normal retirement age as 65 years;
- introduced an employee's contribution rate of 5.5% on pay up to £12,000 and 7.5% on pay above £12,000;
- introduced co-habitees' pensions and a tiered ill health pension scheme, and
- increased the death in service lump sum from two to three years pay.

The Executive Member outlined further aspect of the new LGPS and the effect on employers' contributions

ACTION

In response to a question from a Member, the Head of People and Organisation Services undertook to provide Members of the Committee with detailed information on the element of the new LGPS providing for a post-retirement lump sum death benefit.

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RESOLVED - that the changes to the Local Government Pension Scheme, as detailed in the report now submitted, be noted.

536 POSTHOLDER EHC09

The Chief Executive submitted a report inviting the Committee to determine the redundancy and early retirement terms for postholder EHC09.

The Committee recalled its decision at its meeting held on 14 December 2006 (Minute 443 refers) to delete post EHC09 and declare the postholder redundant,. It further recalled the reasons for this decision, the representations made by the postholder and its decision relating to the terms of a redundancy package.

The Committee considered the following matters individually in relation to the proposed redundancy and early retirement of this postholder and the weight to be given to each factor:

- (a) the prudent and efficient management of the Council's affairs in the interests of its taxpayers;
- (b) achieving best value in public expenditure to the benefit of Council taxpayers in the wider community;
- (c) the maintenance of excellent working relationships with ongoing employees and the trade union;
- (d) sustaining staff morale;

ACTION

- (e) paying reasonable compensation, wholly within legal limits;
- (f) compliance with the Council's equal opportunities policy;
- (g) having regard to the extent to which the exercise of the Council's discretionary powers, unless properly limited, could lead to a serious loss of confidence in the public service;
- (h) satisfaction that the policy was workable, affordable and reasonable having regard to the foreseeable costs.

The Committee also considered a number of other factors relating to this matter. These factors were the length of service of the employee, the length of the employee's service with the Authority, employee's age, the difficulty of obtaining similar employment at a reasonable time, the effect of the proposal in terms of recruitment and retention of staff and other local practices.

The Committee noted the financial implications of the redundancy and early retirement terms now detailed for postholder EHC09.

The Committee unanimously approved the redundancy payment for the postholder and an enhancement of the postholder's pensionable service by the added years as now detailed.

RESOLVED - that (A) Postholder EHC09's (Director of Resources) redundancy payment be as detailed in the report now submitted, and

IDOD

(B) Postholder EHC09's pensionable service be enhanced as detailed in the report now submitted.

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ACTION

The meeting closed at 5.15 pm.

Chairman
Date

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