

MINUTES OF A SPECIAL MEETING OF
THE HUMAN RESOURCES
COMMITTEE HELD IN THE COUNCIL
CHAMBER, WALLFIELDS, HERTFORD
ON THURSDAY, 27 JULY 2006 AT
7.30 PM

PRESENT: Councillor D A A Peek (Chairman).
Councillors A M Graham, D Hone,
M P A McMullen, P A Ruffles, S Rutland-Barsby.

OFFICERS IN ATTENDANCE:

Gerald Balabanoff	- Interim Director of Organisational Development
Neal Hodgson	- Director of Regulatory Services
Jeff Hughes	- Head of Democratic Services

162 APOLOGY

An apology for absence was submitted on behalf of
Councillor J O Ranger.

163 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 165 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 ITEMSACTION164 TERMS OF REFERENCE OF THE HUMAN RESOURCES COMMITTEE

The Director of Corporate Governance submitted a report setting out the terms of reference of the Human Resources Committee. The Director also detailed the schedule of meetings of the committee for the remainder of the current civic year.

The Interim Director of Organisational Development commented that the Committee's terms of reference may, in the future, be the subject of amendment.

RESOLVED - that the report be received.

165 FUNDING FOR THE REDUNDANCY AND EARLY RETIREMENT OF POSTHOLDER RS030

The Director of Regulatory Services submitted a report on issues relating to the redundancy and early retirement of postholder RS030.

The Director explained the reasons for deleting this post, commenting in particular on the arrangements that would be put in place to provide emergency planning services.

The Committee noted the details of the future proposals to provide emergency planning services for the Authority and was assured that such services would be provided more efficiently and effectively than at present.

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;

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- (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;
- (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) to be satisfied 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 early retirement of this postholder. It agreed that the postholder's pensionable service be enhanced by the added years now detailed. The cost of this enhancement could be met in accordance with the Council's current early retirement policy (after also taking into account the costs associated with the future delivery of emergency planning

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services).

The Committee approved the redundancy and early retirement of postholder RS030, the redundancy payment for the postholder as detailed in the report and an enhancement of the postholder’s pensionable service by the added years now detailed.

RESOLVED - that (A) the redundancy and early retirement of postholder RS030 be approved; IDOD

(B) postholder RS030’s redundancy payment be as detailed in the report now submitted, and IDOD

(C) the pensionable service of postholder RS030 be enhanced on the basis of the middle of the three options detailed in the report now submitted. IDOD

The meeting closed at 8.26 pm.