

NORTH DEVON COUNCIL

Minutes of a meeting of Personnel Committee held at Exmoor Room - Brynsworthy Environment Centre on Tuesday, 26th February, 2019 at 1.00 pm

PRESENT: Members:

Councillor Campbell (Chairman)

Councillors Mathews, Barker, Croft, Gubb, Haywood and Wilkinson

Officers:

Chief Executive (present for minutes 1 to 4), Head of Environmental Health and Housing (present for minutes 1 to 4) and HR Manager

Also Present:

Councillor Brailey (present for minutes 4 to 5)

1. APOLOGIES FOR ABSENCE

No apologies for absence were received.

2. DECLARATION OF INTERESTS

No declarations of interests were made.

3. TO AGREE THE AGENDA BETWEEN PART 'A' AND PART 'B' (CONFIDENTIAL RESTRICTED INFORMATION)

RESOLVED:

- (a) That, under Section 100A(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following items as it involved the likely disclosure of exempt information as defined by Paragraph 1 of Schedule 12A of the Act (as amended from time to time), namely information relating to any individual.
- (b) That all documents and reports relating to the items be confirmed as "Not for Publication".

4. EARLY RETIREMENT.

The Committee considered a report by the Chief Executive (circulated previously) regarding a request for Early Retirement.

The Chief Executive advised that the request for early retirement was from a member of staff (Personal ID 0288). He confirmed that this application would enable a tier of management to be removed from Environmental Health and Housing. This level originally consisted of four posts. Following changes to the staffing in this tier, the retirement of this member of staff (ID 0288) (if approved), would result in one member of staff in this tier remaining. The remaining member of staff would then be given the opportunity to remain at middle management level following the re-organisation.

The Head of Environmental Health and Housing addressed the Committee. He advised that the removal of this tier would result in a structure which would enable the redirection of resources to front line level, where need was greater.

The approval of this early retirement would create some opportunities and increase resources at the operational level.

RESOLVED that the request for early retirement in relation to employee Personal ID 0288 be approved.

5. EARLY RETIREMENT

The Committee considered a report by the Human Resources Manager (circulated previously) regarding a request for Early Retirement.

The Committee noted that the request for early retirement could only be approved on a cost neutral or cost saving basis.

The Human Resources Manager advised that the request for early retirement was from a member of staff (Personal ID 10425). She also advised the Committee that a Cross Party Working Group had met to consider the three options available to the Authority, as set out in the report. The Group had considered the options and had unanimously agreed that they recommended that option 2.3 be approved. Option 2.3 would approve the early retirement but replace on an internal basis with an alternative structure.

The Committee discussed the three options available and the effects of the change to the management structure and discussed the costs, savings and payback period as outlined in section 6 of the report in relation to the 2.3 option.

The Leader addressed the Committee and reiterated that the Cross Party Group had unanimously agreed with the approval of the early retirement under option 2.3. He confirmed that the Authority had a wealth of good candidates within SMT.

RECOMMENDED that the request for early retirement in relation to employee Personal ID 10425 be approved by Full Council.

Chairman

The meeting ended at 1.27 pm

