NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES of the meeting held at LB31-32 - Loxley House, Station Street, Nottingham, NG2 3NG on 4 November 2014 from 14.00 - 14.26

Membership

Present	Absent
Councillor Toby Neal (Chair)	Councillor Graham Chapman
Councillor Alan Clark (Vice Chair)	Councillor Jon Collins
Councillor Nicola Heaton	Councillor Alex Norris
Councillor Eunice Campbell	Councillor Georgina Culley
Councillor David Mellen	Councillor Nick McDonald
	Councillor Roger Steel

Colleagues, partners and others in attendance:

Angela Probert	-	Strategic Director for Organisational Transformation
Candida Brudenell	-	Strategic Director for Early Intervention
Bridget Donoghue	)	HR Business Partner
Lynn Robinson	)	
Nicola Gibson	-	HR Consultant
Andy Cross	-	Pensions Consultant
Robert Sanderson	-	Head of the Royal Centre
Cath Ziane-Pryor	-	Governance Officer

23 APOLOGIES FOR ABSENCE

Councillor Jon Collins	)	
Councillor Graham Chapman	)	
Councillor Nick McDonald	)	on other Council business
Councillor Alex Norris	)	
Councillor Roger Steel	)	
Councillor Georgiana Culley	-	illness

24 DECLARATIONS OF INTERESTS

None

25 MINUTES

The minutes of the public meeting held on 2 September 2014, were confirmed and signed by the Chair.

26 ARRANGEMENTS FOR LOCAL GOVERNMENT PENSION SCHEME EMPLOYER DISCRETIONS

Andy Cross, Pensions Consultant, presented the report which proposes new discretions to enable the City Council to administer its employer discretions under the Local Government Pension Scheme.

RESOLVED

(1)   to approve the proposed employer discretions as set out in appendix A to the report;

(2)   to note that the policy statements are effective on 1 April 2014 and will be applied retrospectively;

(3)   that with regard to the '85 year rule':

  i.   for instances where switching back on the results in pension strain, a business case is provided prior to consideration;

  ii.   for cases where no such pension strain exists and there would be a benefit to the member by way of a smaller actuarially reduced benefit, the 85 year rule be switched on;

(4)   that for shared Cost Additional Pension Schemes, the City Council does not contribute to this where the member chooses to purchase 'extra pension'.

27 EARLY RETIREMENT MONITORING 2013/2014

Nicola Gibson, HR Consultant, presented the report updating the Committee on the normal, early and flexible retirements between 2011/12 and 2013/14, and the associated pension strain costs.

RESOLVED that the report is noted.

28 EXCLUSION OF THE PUBLIC

RESOLVED to exclude the public from the meeting during consideration of the remaining items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraphs 1,2, 4 and 5 of Part 1 of Schedule 12A to the Act.

29 EXEMPT MINUTES

The exempt minutes of the meeting held on 2 September 2014 were confirmed and signed by the Chair.

30   ROYAL CENTRE HOUSE AGREEMENT- SINGLE STATUS

Bridget Donoghue, HR Business Partner, and Robert Sanderson, Head of the Royal Centre, were in attendance to present the report which, following consultations with trades unions, sought approval for a 'Royal Centre House Agreement' for pay and conditions.

RESOLVED

(1)   to agree the recommendations of the report;

(2)   to record the Committee's appreciation to all teams involved in reaching the agreement.

31   EARLY INTERVENTION RESTRUCTURE - OUTCOMES

Candida Brudenell, Strategic Director of Early Intervention, was accompanied by Lynn Robinson, HR Business Partner, and presented the report which details the consultation outcome of Phase 1 of the New Operating Model for the Early Intervention Directorate.

During the consultation period, no significant challenge or alternative proposals were received from the unions and feedback was not received from the workforce.

RESOLVED to approve the recommendations presented in the report