

NOTTINGHAM CITY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MINUTES of the meeting held at LB 31 - Loxley House, Station Street, Nottingham, NG2 3NG on 3 November 2015 from 14.00 - 14.25

Membership

Present

Councillor Dave Liversidge (Chair)
Councillor Toby Neal (Vice Chair)
Councillor Eunice Campbell
Councillor Graham Chapman
Councillor Alan Clark
Councillor Dave Trimble
Councillor Jane Urquhart
Councillor Sam Webster

Absent

Councillor Jon Collins
Councillor Georgina Culley
Councillor Nicola Heaton

Colleagues, partners and others in attendance:

Zena West - Governance Officer
Bridget Donoghue - HR Business Partner
Gail Keen - HR Consultant
Angela Probert - Strategic Director for Organisational Transformation
Della Sewell - Employee Relations Manager

25 APOLOGIES FOR ABSENCE

Councillor Culley – unwell
Councillor Heaton – unwell

26 DECLARATIONS OF INTERESTS

None.

27 MINUTES

The minutes of the meeting held on 8 September 2015 were confirmed and signed by the Chair.

28 CHANGES TO MEMBERSHIP

RESOLVED to note the committee membership changes, as below:

- 1) Councillor Sam Webster to replace Councillor David Mellen;**
- 2) Councillor Dave Trimble to replace Councillor Alex Norris.**

29 EARLY RETIREMENT MONITORING REPORT 2014/15

Gail Keen, HR Consultant, presented a report on Early Retirement, highlighting the following points:

- (a) the number of total retirements with pensions has increased from 176 in 2013/14 to 182 in 2014/15. These have mostly been standard retirements;
- (b) there has been a decrease in the number of ill-health and redundancy retirements;
- (c) early retirements increased from 98 in 2013/14 to 227 in 2014/15. This was mostly due to a change in the age range for early retirement without approval;
- (d) 9.9% of retirements were classed as redundancy retirements, with an associated pension strain;
- (e) the average cost of the pension strain for the 9.9% of redundancies that carried one was £31,015, which is an increase on previous years, but is mostly due to the fact that there have been three redundancies at SLMG level in the reporting period.

RESOLVED to thank Gail Keen for the update and note the contents of the report.

30 EXCLUSION OF THE PUBLIC

RESOLVED to exclude the public from the meeting during consideration of the remaining item 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 outweighs the public interest in disclosing the information, as defined in paragraphs 1, 2, 3, 4 and 5 of Part 1, Schedule 12A of the Act.

31 PAY AND REWARD REVIEW

Bridget Donoghue, HR Business Partner, presented a report on the Pay and Reward Review.

RESOLVED to approve the recommendations as set out in the exempt report.