

Minutes of the meeting of the **GENERAL PURPOSES** Committee held at the Council Offices, Whitfield on Wednesday 7 February 2007 at 5.00 pm.

Present:

Chairman Councillor P A Watkins

Councillors: S C Manion
 K Mills
 C J Smith

Also present: Councillor J A Cronk

Officers: Human Resources Manager
 Payroll and Pensions Manager
 Senior Democratic Support Officer

358 APPOINTMENT OF SUBSTITUTE MEMBERS

In accordance with Council Procedure Rule 4 it was noted that Councillor K Mills had been appointed as substitute for Councillor P J Wells.

359 EMPLOYMENT POLICIES

The Committee considered the report of the Human Resources Manager on Council employment policies in respect of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations and Employment Equality (Age) Regulations 2006. A Government review of the Regulations had arisen from recent legislation regarding age discrimination and the Council was required to review its policy on discretionary compensation payments.

Consultation with the Trades Unions had been held and the matter had also been considered by the Joint Staff Consultation Forum at its meeting held on 17 January 2007 at which it had been agreed to adopt the recommendations in the report. Immediately prior to this meeting a letter had been received by the Chairman of the Committee from UNISON Dover Branch requesting that the multiplier used in the calculation of redundancy compensation under the statutory formula be 2.75 and not 2.5 as contained in the report.

The Payroll and Pensions Manager clarified that death in service payments were an entitlement under the scheme and not discretionary matter for the employer.

RESOLVED: That the following revisions, as set out in the report of the Human Resources Manager and including the multiplier for calculation of redundancy compensation at 2.5, be adopted:

- (a) The revised Schedule of DDC employer policy decisions.
- (b) The revised Employment Stability Policy.
- (c) The revised Early Retirement Policy.
- (d) The new Working Beyond Retirement Age Policy.

The meeting ended at 5.15 pm.