

REMUNERATION COMMITTEE - 26 October 2020

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26 OCTOBER 2020

Present: Councillors: M Brain, S Caudwell, I Courts, K Meeson (Vice-Chairman),
T Richards OBE and R Sleigh OBE

Officers: Julie Cooper – Head of Financial Operations
Tracey Ellis – HR Business Manager
Alison McGrory – Assistant Director for Economy and Infrastructure
Joe Suffield – Democratic Services Officer

1. APOLOGIES

Apologies were received from Mrs Hurt and Cllr Adeyemo.

2. DECLARATIONS OF INTEREST

No declarations of interests were received.

3. QUESTIONS AND DEPUTATIONS

There were no questions or deputations.

4. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 21 January 2020 were presented for approval.

RESOLVED

That the minutes of the meeting held on 21 January 2020 were agreed as a correct record.

5. SEVERANCE CASES APPROVED 2019/20

The Committee was informed of the Severance cases approved during 2019/20.

Members were reminded that Severance Reserve was only utilised when there were significant costs, either arising from large scale restructuring and change programmes or where the service could not be expected to fully fund these costs. Funding from the Severance Reserve had to be approved by the Corporate Leadership Team (CLT). Services funded by grant (including Dedicated Schools Grant) were still expected to fully fund all of the costs relating to any of their early leavers, unless an exception to the rule was agreed.

A breakdown of the severances were listed in Appendix A to the report, and the total cost of the 57 cases was £1.182m, and needed to be viewed in the context of the savings identified as part of the MTFs which was targeted at £11.167m for 2019/20.

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A Member asked about whether there had been plans put in place to prepare for the cap. The HR Business Manager explained that the implications of these changes had been considered for the future.

RESOLVED

- a) That the committee noted the report.
- b) A report would be taken to a future Remuneration Committee meeting on the changes to the pension cap.

6. STRONGER COMMUNITIES RESHAPE

The committee were invited to support the severance costs associated with the reshape of the Stronger Communities Division as laid out in the report.

Following a review of the Neighbourhood and Regulatory Service function, a new staffing structure commenced on 1 April 2020. This included the proposal that the role of Office Manager was no longer required and should be deleted as part of this management of change.

The employee had been consulted under the Council's Management of Change Policy since the start of this process and had been on the First Consideration Register since February 2020; First Consideration would provide priority access to job opportunities to enable redeployment wherever possible. The transition to the new structure had taken place and to date, no suitable redeployment opportunities had been identified.

The annual salary for the employee, including on-costs was £39,148. The total cost of severance based on a leaving date of 31 October 2020 was £45,275.48 and included a redundancy payment of £30,630.42 and a pension strain of £14,645.06.

RESOLVED

That the Committee approved payment of severance costs outlined in section 5.4 of the report.

The meeting finished at 3.15 pm