
Employment Panel

Report of the meeting held on 7th June 2006

Matters for Information

1. REDUNDANCY POLICY AND PROCEDURE

Arising from a decision by an Employment Tribunal in connection with the selection of an employee for redundancy and some minor changes to the Local Government Pension Scheme, the Panel has approved amendments to the Council's Redundancy Policy and Procedure. In so doing the Panel has agreed that, other than in exceptional circumstances, fixed term contracts in future should not be issued to employees for more than one year's duration or extended such that the aggregate exceeds more than a year.

2. STAFF RELOCATION PACKAGES – STAMP DUTY

Having regard to the impact of rising house prices since the inclusion of an allowance for stamp duty in the removal package for newly appointed staff who need to relocate to the area, the Panel has agreed to cap the allowance payable under the scheme to the relevant rate up to maximum of £14,150.

3. SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

The Panel has endorsed the contents of a policy and associated action plan (insofar as it relates to Council employees) for safeguarding children, young people and vulnerable adults from abuse. The policy will apply to all District Council employees and Councillors and is intended to promote the safety of those using Council services whilst at the same time protecting employees and Councillors from false allegations.

The Panel also noted that the policy implications for Councillors were to be considered by the Cabinet at its meeting on 8th June 2006 and a detailed procedure for implementing the checks by the Corporate Governance Panel on 27th June 2006.

4. REQUESTS TO FILL VACANT POSTS

Having considered the circumstances applicable to vacancies within the Operational Services and Commerce and Technology Directorates for a -

- ◆ Development Control Manager;
- ◆ Supervising Inspector – Arboricultural;
- ◆ Help Desk Analyst; and
- ◆ Housing Advice and Options Officer

the Panel has authorised the Head of HR and Payroll Services to commence recruitment in each case.

In so doing, the Panel has placed on record its recognition of and gratitude for the excellent contribution made by Mr R Fisher, Housing Advice and Options officer during his twenty years employment in the local government service and has conveyed its best wishes to him for a long and happy retirement.

5. EARLY TERMINATION OF EMPLOYMENT

In the interests of the efficient exercise of the Council's functions, the Panel has agreed to terminate the early employment of a member of staff in the Housing Services Division and the terms of a severance package.

K Reynolds
Chairman