

City of Bradford Metropolitan District Council

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Minutes of a meeting of the Staffing Committee held on Monday 19 December 2011 at City Hall, Bradford

Commenced 1100

Concluded 1125

PRESENT – Councillors

CONSERVATIVE	LABOUR	LIBERAL DEMOCRAT
Cooke	I Greenwood	Sunderland
Miller	Imran Hussain	

Councillor I Greenwood in the Chair

18. DISCLOSURES OF INTEREST

Councillors I Greenwood, Miller and Sunderland who were members of the West Yorkshire Pension Fund declared a personal interest in both of the business items. As the interests were not prejudicial all those who had declared an interest remained in the meeting when the item was considered.

ACTION: *City Solicitor*

19. MINUTES

Resolved -

That the minutes of the meeting of the Staffing Committee held on 25 July 2011 be signed as a correct record.

20. INSPECTION OF REPORTS AND BACKGROUND PAPERS

There were no appeals submitted by the public to review decisions to restrict documents.



Suzan Hemingway, City Solicitor

21. FLEXIBLE RETIREMENT POLICY AND EARLY RETIREMENT POLICY

The Local Government Pension Scheme (Administration) Regulations 2008 require the Council to prepare and publish written statements of policy on Flexible Retirement and Early Retirement and to provide copies of such policy statements to the administering authority.

The Chief Executive submitted a report (**Document “H”**) which set out proposals for an updated Flexible Retirement Policy and Early Retirement Policy for the Council.

The Workforce Strategy Manager emphasised that the proposed policy in relation to flexible retirement was based on the procedure and practice that had operated since June 2007. In addition the Council’s policy statement in relation to early retirement had also been updated to reflect the amendments in the Local Government Pension Scheme (Benefits , Membership and Contributions) Regulations 2007 that came into force in 1 April 2008, the key change being the increase in the minimum age for applying for early retirement from 50 to 55 years and to make reference to the relevant regulations.

It was further emphasised in the report that the updated proposed policy makes it clear that the Council will only exercise its discretion in relation to applications for flexible retirement and/or early retirement in exceptional circumstances (and the proposed policy lists a number of factors the Council shall have regard to) unless the application is cost neutral in which case the Council will consider supporting the application.

Resolved –

That the proposed Flexible Retirement and Early Retirement Policy be unanimously endorsed and that it be recommended that the Chief Executive approve the Policy under Article 14.20.3 of the Council’s Constitution.

ACTION: Chief Executive

22. EXCLUSION OF THE PUBLIC

Resolved -

That the public be excluded from the meeting during consideration of the item relating to a request for early retirement on the grounds that it is likely in view of the nature of the business to be transacted or the nature of the proceedings, that if they were present, exempt information within Paragraphs 1 (information relating to an individual) and 2 (information identifying an individual) of Section 12A of the Local Government Act 1972 (as amended), would be disclosed and it is considered that, in all the circumstances of the case, the public interest in applying these exemptions outweighs the public interest in disclosing the information.

23. A REQUEST FOR EARLY RETIREMENT

The Committee was asked to consider a report by the Chief Executive (**Not for Publication Document “I”**) relating to a request for early retirement.

Resolved –

That the recommendations contained in Staffing Committee Not For Publication Document “I” were unanimously approved together with the additional wording.

ACTION: Chief Executive

Chair

Note: These minutes are subject to approval as a correct record at the next meeting of the Committee.

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THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER