

NON EXEMPT

HAVANT BOROUGH COUNCIL/EAST HAMPSHIRE DISTRICT COUNCIL

Joint Human Resources Committee

14 May 2013

HUMAN RESOURCES PANELS

Report of the Democratic Services Officer

FOR DECISION YES

Marketing and Development Portfolio (HBC): To be confirmed at Annual Council

Business Development Portfolio(EHDC): To be confirmed at Annual Council

Key Decision: N/A

1.0 Purpose of Report

1.1 To appoint two local Human Resources Panels in accordance with the Committee's terms of reference.

2.0 Recommendation

RECOMMENDED

2.1 that the Committee appoints three of its members representing East Hampshire District Council and three of its members representing Havant Borough Council to sit on two local Human Resources Panels to:

- (a) agree to the retirement of all employees in the interests of efficiency;
- (b) agree whether or not, and if so, to what extent to, augment pensionable service when an employee will be leaving the Council's employment;
- (c) agree other payments in relation to termination of employment when required and any severance package exceeding £100,000;
- (d) appoint Panels as appropriate to hear appeals against dismissal from the Council's employment and appeals at stage two of the Grievance Procedure.

3.0 Summary

3.1 With regard to pension matters, appeals and dismissals the terms of reference of the Joint Human Resources Committee provide for two local Human Resources Panels, one each serving Havant and East Hampshire, consisting solely of Havant and East Hampshire respectively, to:

- (a) agree to the retirement of all employees in the interests of efficiency;
- (b) agree whether or not, and if so, to what extent to, augment pensionable service when an employee will be leaving the Council's employment;
- (c) agree other payments in relation to termination of employment when required and any severance package exceeding £100,000;
- (d) appoint Panels as appropriate to hear appeals against dismissal from the Council's employment and appeals at stage two of the Grievance Procedure.

4.0 Implications

4.1 Resources:

None arising directly from this report.

4.2 Legal:

None arising directly from this report.

4.3 Strategy:

None arising directly from this report.

4.4 Risks:

None arising directly from this report.

4.5 Communications:

None arising directly from this report.

4.6 For the Community:

None arising directly from this report.

4.7 The Integrated Impact Assessment (IIA) has been completed and concluded the following:

None arising directly from this report.

5.0 Consultation

Not applicable

Appendices:

None

Background Papers:

Nil

Agreed and signed off by:

Service Manager, Legal and Democratic: 26 April 2013

Executive Head of Governance & Logistics: 26 April 2013

Executive Head for Marketing and Development: 26 April 2013

Contact Officer: Penny Milne
Job Title: Democratic Services Officer
Telephone: (023) 9244 6234
E-Mail: penny.milne@havant.gov.uk