

CANNOCK CHASE COUNCIL

MINUTES OF THE EXTRAORDINARY MEETING OF THE COUNCIL

HELD IN THE CIVIC CENTRE, BEECROFT ROAD, CANNOCK

AT 4.00 P.M., MONDAY, 20 OCTOBER, 2008

PART 1

PRESENT: Councillors

Ansell, Mrs. P.A. (Chairman)

Beddows, J. (Vice-Chairman)

Allen, F.W.C.	Jillings, J.
Ball, G.D.	Jones, R.
Bennett, K.L.	Kraujalis, J.T.
Bernard, Mrs. A.F.	Mawle, D.L.
Bernard, J.	Meaden, R.G.
Burnett, G.	Molineux, G.N.
Burnett, J.	Morgan, C.W.J.
Davies, D.N.	Pearce, Mrs. L.J.
Davis, Mrs. M.A.	Stanley, N.K.
Dixon, D.I.	Thomas, D.
Easton, Mrs. D. M.	Todd, Mrs. D.M.
Easton, R.	Williams, A.
Green, M.R.	Williams, B.
Grice, Mrs. D.	Williams, Mrs. P.
Grocott, M.R.	1 Vacancy
Holder, M.J.	

(Apologies for absence were received from Councillors Mrs. D.J. Bennett, L.W. Bullock, I.R. Carr, M.P. Freeman, C. Mitchell and Mrs. P.Z. Stretton).

Prior to the commencement of the formal business, the Chairman referred to the recent passing of former Councillor Mrs. Glenda Davies (nee Whitehouse). As a mark of respect, a minute silence was held. A number of Members paid tribute to Mrs. Davies and the Council forwarded it's sympathies to her husband Gordon and all her friends and family at this sad time.

**56. Exclusion of the Public**

RESOLVED:

That the public be excluded from the remainder of the meeting because of the likely disclosure of exempt information as defined in Paragraphs 3 and 4, Part 1, Schedule 12A, Local Government Act 1972 (as amended).

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PART 2

57. Staffing Issues

Consideration was given to the Not for Publication report of the Deputy Chief Executive (Enclosure 5.1 – 5.24 of the Official Minutes of the Council).

RESOLVED:

- (A) That the recommendation contained in the report to award 1 day additional annual leave for 2008-09 be rejected.
- (B) That the recommendation contained in the report to introduce a Loyalty Scheme from 2008-09 awarding up to 4 extra leave days, one after 5 years Cannock Chase Council service, another after 10 years, and a further 1 at each of 15 and 20 years service, be rejected on the proviso that the Council would reconsider the proposal once the financial climate had improved.
- (C) That the recommendation to introduce a scheme for early retirement “in the efficiency of the service”, which would allow employees to retire early with access to their local government pensions, where this is legally permissible, be deferred pending a comprehensive report being submitted to a future meeting of the Council outlining voluntary/redundancy options.
- (D) That in respect of all staff, including craft employees but excluding senior managers (heads of service and above), approval be given to:
  - (i) Replacing the Council’s current augmentation scheme with an “enhanced redundancy” based scheme as set out below:
    - The number of week’s entitlement for a member of staff to be based on the statutory redundancy calculation multiplied by three, to include the statutory redundancy payment itself.
    - The maximum number of week’s entitlement to be capped at 70.
    - Eligibility for the scheme to be restricted to employees who are members of the Local Government Pension Scheme and who have at least three years Cannock Chase Council service.

- That Cabinet retain the right to enhance the scheme by the use of a higher multiplication factor or augmentation in exceptional cases where it would be in the best business interests of the Council to do so.
- (ii) Re-introducing a second level of mileage allowance payments for staff with appropriately sized vehicles.
- (E) That in respect of senior managers:
- (i) It be noted that, unlike other staff, protection arrangements did not end until 31 July 2008.
- (ii) The provisions set out above be applied with effect from 1 August 2008 on the basis that there were no issues arising from the outcome of negotiations with these employees.
- (F) That in view of resolutions (A) and (B) above, it be noted that the recommendation to approve a supplementary estimate of £27,000 in 2008-09 (£16,000 in future years) in respect of the cost of additional cover needed for staff on leave was not considered.
- (G) That the Deputy Chief Executive be authorised to draw up detailed guidelines setting out the scope, application and operation of the above resolutions.

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CHAIRMAN