

**Extract from the minutes of the**  
**JOINT EMPLOYEE CONSULTATIVE COMMITTEE**  
**OPERATIONAL WORKING GROUP**

**23 September 2010**

**EMPLOYMENT STABILITY POLICY**

**JEC 10/016** D Gordon explained in detail that this Council policy existed to secure continuity of employment, to avoid redundancy, and advised that an Equality Impact Assessment had been undertaken to ensure that the Employment Stability Policy was not discriminatory. She advised that the current policy regarding the offer to 'make-up' pensions by 6 and 2/3rds years was potentially age discriminatory, and that retaining this facility would adversely affect the Council's finances as payment for "added years" came from the Council's reserves. D Ayres acknowledged the issue of potential discrimination, but also expressed concerns about the consequences for succession planning within the Council if the option to award added years were abolished. The Chairman sought the Group's agreement to the removal of the 6 and 2/3 years clause from the Employment Stability Policy and, in the light of the current legal framework and financial climate, there was unanimous agreement to this proposal.

There then followed a consideration about whether or not the levels of compensation for redundancy in an updated Employment Stability Policy would be to award the statutory minimum based upon the Government's statutory redundancy payment calculator formula (copy attached), or whether an enhanced "multiplier" would be applied. C Steel informed the Group of what other Councils in Kent did in this respect. He advised that the vast majority of other Kent Councils did not enhance redundancy compensation payment, although a couple had adopted a policy of awarding a multiplier of 1.25 times the number of weeks specified in the attached table. D Gordon advised the Group that in addition to determining whether or not to apply an enhanced "multiplier" the Council also needed to determine whether or not compensation was based upon the individual's actual weekly pay, or "capped" at the statutory maximum weekly pay (currently £380). J Lennox Short requested that the Council investigate and consider "elevating" the level of compensation for those whose weekly pay was below £380 to this level. The Chairman tasked C Steel with investigating this.

The Chairman asked JECC representatives to advise the staff they represented of the requirement to update the Employment Stability Policy and stressed that all staff were invited to submit comments to their representatives who would then feed these back to her by Friday 15 October. The Chairman also advised the Group that there would be a meeting of the General Purposes Committee this calendar year to consider

a revised Employment Stability Policy.

*Subsequent to the meeting the Chairman has requested that staff are advised that there is some very useful information about the legal framework governing redundancy on the following website*  
[www.direct.gov.uk](http://www.direct.gov.uk)