

## **NEWRY MOURNE AND DOWN DISTRICT COUNCIL**

### **Minutes of Special Strategy Policy & Resources Committee Meeting held on Friday 23 October 2020 at 3.30pm via Microsoft Teams (Hybrid)**

**In the Chair:** Councillor G Sharvin

**In Attendance:**

Councillor P Brown	Councillor P Byrne
Councillor C Enright	Councillor O Hanlon
Councillor R Howell	Councillor A Lewis
Councillor H McKee	Councillor O Magennis
Councillor D Murphy	Councillor B Ó Muirí
Councillor W Walker	

**Also in attendance:**

Councillor T Andrews	Councillor W Clarke
Councillor D Curran	Councillor L Devlin
Councillor A Finnegan	Councillor K McKevitt
Councillor A McMurray	Councillor G O'Hare
Councillor G Stokes	Councillor D Taylor
Councillor J Tinnelly	Councillor J Trainor

**Officials in Attendance:** Mrs M Ward, Chief Executive  
Mrs D Carville, Director of Corporate Services  
Mr R Moore, Director of Neighbourhood Services  
Mrs C Miskelly, Assistant Director Corporate Services, HR & S  
Safeguarding  
Ms D Hanna, Payroll Manager  
Miss S Taggart, Democratic Services Manager (Acting)  
Ms L O'Hare, Democratic Services Officer

#### **SPR/163/2020: APOLOGIES AND CHAIRPERSON'S REMARKS**

No apologies received.

#### **SPR/164/2020: DECLARATIONS OF INTEREST**

Mrs D Carville declared an interest on behalf of all officers in relation to item 3 – Severance Scheme. She noted that the report to be presented mentioned Tier 3 personnel and advised Members there were third tier officers acting in their professional capacity in the meeting.

#### **ITEMS RESTRICTED IN ACCORDANCE WITH PART 1 OF SCHEDULE 6 OF THE LOCAL GOVERNMENT ACT (NI) 2014**

**Agreed:** On the proposal of Councillor Hanlon, seconded by Councillor Magennis, it was agreed to exclude the public and press from the meeting during discussion on the next matters which related to exempt information by virtue of paragraph 4 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014 - information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Council or a government

department and employees of, or office holders under, the Council.

**SPR/165/2020:        SEVERANCE SCHEME**

**Read:**                      Report dated 23 October 2020 from Mrs M Ward, Chief Executive, regarding Staff Severance Scheme. **(Copy circulated)**

**Agreed:**                      **On the proposal of Councillor Hanlon, seconded by Councillor Murphy, it was agreed the Committee come out of closed session.**

**Agreed:**                      **On the proposal of Cllr Ó Muirí, seconded by Cllr Murphy, members agreed to introduce a new Severance Scheme to be applied across Newry Mourne and Down District Council. In doing so, Members agreed:**

- **To calculate redundancy payments on actual contracted weekly pay;**
- **Apply enhanced severance payment by way of a multiplier;**
- **Members agreed a payback period to be applied of three years; and**
- **In principle, with officers to present further to Members in advance of full Council, that if the total cost of the severance payment plus the capital cost of paying unreduced pension benefits early exceeds the payback period determined, then the balance should be deducted from the employee's severance lump sum.**

There being no further business, the Meeting concluded at 16.50pm.

**Signed:**                      **Councillor Gareth Sharvin**  
**Chairperson**

**Signed:**                      **Dorinnia Carville**  
**Director of Corporate Services**