

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 16 November 2001)

1. APPLICATION FOR LICENCE FOR SEX ESTABLISHMENT (REPORT A) (MINUTE NO. 18)

The Committee has agreed to grant a licence for a sex establishment at premises on the ground floor of 48 Rumbridge Street, Totton, Southampton.

Arising out of the discussion of the application, members have expressed a view that all similar applications should be referred to General Purposes and Licensing Committee for determination, and not be dealt with by the Officers under delegated powers.

2. PERFORMANCE AND DEVELOPMENT INTERVIEW AND COMPETENCY PROCESS (REPORT B) (MINUTE NO. 19)

The Committee has agreed proposals to pilot a new Performance Management System as an enhancement to the existing Performance and Development Interview process. The new process was based on the concept of "competencies" which had been agreed by a cross-directorate working party including employee side representatives and which was supported by the Industrial Relations Committee.

The changes to the existing PDI process are designed to make it simpler and less time consuming. It would also be continuous over the course of the year and more consistent. The competency framework includes 23 competency areas relating to people; leadership; self management and policy and strategy. Initially the competencies to be applied will be restricted to 5 per individual post. Full training will be given to all staff in due course.

3. REVIEW OF EARLY RETIREMENT PROCEDURES (REPORT C) (MINUTE NO. 20)

The report of the District Auditor in April 1999 referred to the need to review policy and practices relating to early retirement. The Committee has now had the opportunity to consider a report on the way the Council deals with early retirement and has:-

RECOMMENDED:

- (a) *That the maximum number of compensatory added years that the Council awards to employees on early retirement be ten years;*
- (b) *That the maximum pay back period in which savings should be made be five years;*
- (c) *That in accordance with the Local Government (Discretionary Payments) Regulations 1996 the Chief Executive, or appropriate Director, in consultation with the Director of Resources, the Head of Personnel and Employee Side Representative be authorised to either:-*
 - (i) *exercise discretion to award up to the maximum number of years of service in cases of early retirement depending on the best interests of the Council; or*

- (ii) to agree augmentation or lump sum compensation to be used in place of added years, where this is in the best interests of the Council;**
- (d) That the policy document as attached as Appendix 1 to Report C to the Committee be agreed; and**
- (e) That the table of discretions attached as Appendix 2 to Report C to the Committee be agreed.**

**Cllr J M Hoy
CHAIRMAN**

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