

## EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a meeting held on 21<sup>st</sup> October, 2019.

Present: Councillor N.C. Thomas (Chairman); Councillor G. John (Vice-Chairman); Councillors Mrs. J.E. Charles, K.F. McCaffer and R.A. Penrose.

### 395 APOLOGIES FOR ABSENCE –

These were received from Councillors V.J. Bailey and Mrs. P. Drake.

### 396 MINUTES –

RESOLVED – T H A T The minutes of the meeting held on 12<sup>th</sup> September, 2019 be approved as a correct record.

### 397 DECLARATIONS OF INTEREST –

No declarations were received.

### 398 EXCLUSION OF PRESS AND PUBLIC –

RESOLVED - T H A T under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part 4 of Schedule 12A (as amended) of the Act, the relevant paragraphs of the Schedule being referred to in brackets after the minute heading.

### 399 DETERMINATION OF REDUNDANCY – S AND E (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to two applications on the grounds of redundancy in respect of the above employees.

Having sought and received clarification on a number of aspects contained within the report, the Committee

RESOLVED –

(1) T H A T a redundancy payment be approved effective three months from the date of Committee approval on the basis of Scheme D of the Council's Early Retirement/Redundancy scheme – termination on grounds of early retirement/ redundancy (Subject to Resolution (2) and employees S and E complying with the avoiding redundancy procedure).

(2) T H A T should alternative employment be found for either S or E, that the notice be extended to cover any trial period if necessary and Recommendation (1) be revoked together with the redundancy payment should the trial period prove successful.

(3) T H A T the Director of Learning and Skills be granted delegated authority to enter into discussions with S to agree a mutually agreeable termination date which may include the release of payment in lieu of notice in consultation with the relevant Cabinet Member and the Head of Finance.

#### Reasons for decisions

(1) To determine the redundancy application within the regulations and to allow for eventualities that may not be known at this time.

(2) To maintain compliance with the Council's agreed Management of Change policy and Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) That the Director of Learning and Skills be given delegated authority to agree a mutually agreeable termination date which may include the release of pay in lieu of notice in consultation with the relevant Cabinet Member and the Head of Finance.

#### 400 APPLICATION FOR FLEXIBLE RETIREMENT – H1 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to an application for early retirement in respect of the above employee. In regards to the report, it was subsequently

#### RESOLVED –

(1) T H A T the flexible retirement of H1 in accordance with the Council's policy subject to no other circumstances arising in the interim whereby the employment would be terminated for a different reason be agreed.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable H1 to reduce H1's contracted hours from 37 to 22 hours per week from the week commencing 12<sup>th</sup> November, 2019.

(3) T H A T the retirement of H1 from employment with the Council take place on or before 12<sup>th</sup> November, 2021 subject to joint six-monthly reviews between H1 and the employing Head of Service.

#### Reasons for decisions

(1) To determine the flexible retirement application of H1 within the regulation and to allow for eventualities which may be known at this time.

(2&3) To achieve the necessary change to the employee's working hours, to assist service continuity, provide appropriate support to assist the employee's wellbeing and transition to retirement and provide opportunity to provide training to new members of staff interested in the post.

401 APPLICATION FOR FLEXIBLE RETIREMENT – H2 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to an application for early retirement in respect of the above employee. Having regard to the report, it was subsequently

RESOLVED –

(1) T H A T the flexible retirement of H2 in accordance with the Council's policy subject to no other circumstances arising in the interim whereby the employment would be terminated for a different reason be agreed.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable H2 to reduce H2's contracted hours from 37 to 22 hours per week from the week commencing 12<sup>th</sup> November, 2019.

(3) T H A T the retirement of H2 from employment with the Council take place on or before 12<sup>th</sup> November, 2021 subject to joint six-monthly reviews between H2 and the employing Head of Service

Reasons for decisions

(1) To determine the flexible retirement application of H2 within the regulation and to allow for eventualities which may be known at this time.

(2&3) To achieve the necessary change to the employee's working hours, to assist service continuity and provide appropriate support in assisting the employee's health and transition to retirement.