

EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a meeting held on 22nd November, 2019.

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

473a APOLOGY FOR ABSENCE –

This was received from Councillor V.J. Bailey.

474a MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 21st October, 2019 be approved as a correct record.

475a DECLARATIONS OF INTEREST –

No declarations were received.

476a 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.

477a APPLICATION FOR VOLUNTARY REDUNDANCY – H (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) (MD) –

Consideration was given to an application for redundancy in respect of the above employee.

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 on the basis of Scheme D of the Council's Early Retirement/Redundancy Scheme subject to Resolution (2) below and to H complying with the avoiding redundancy procedure.

(2) T H A T should alternative employment within the Council be found for H, the notice will be extended to cover any trial period and Resolution (1) will be revoked (together with any redundancy payment) if the trial period proves to be successful.

(3) T H A T subject to approval of Resolutions (1) and (2), delegated authority be granted to the Head of Regeneration and Planning to agree a date in consultation with H for the redundancy to take effect on or before 1st March 2020 and to determine how notice is affected.

Reasons for decisions

(1) To support the implementation of the amendments to the Council's establishment.

(2&3) In order to comply with the Council's policies and procedures.

478a DETERMINATION OF REDUNDANCY – M (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) (MD) –

Consideration was given to an application on the grounds of redundancy in respect of the above employee.

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, subject to tax and reductions as necessary be approved on the basis of Scheme E of the Council's Early Retirement/Redundancy Scheme and subject to Resolutions (2), (3) and (4) below and to M. complying with the avoiding redundancy procedure.

(2) T H A T should alternative employment within the Council be found for M., then notice will be extended to cover any trial period and Resolution (1) will be revoked (together with any redundancy payment) if the trial period proves to be successful.

(3) T H A T should M. find alternative employment outside the Council prior to the employment terminating with the Council, then Resolution (1) will be revoked (together with any redundancy payment).

(4) T H A T subject to approval from the Early Retirement/Redundancy Committee of Resolutions (1), (2) and (3) above, the Head of Regeneration and Planning is given delegated authority to agree or not agree to garden leave during the notice period and to determine the commencement of the notice period as deemed necessary in the circumstances following consultation with the Leader and Managing Director.

Reasons for decisions

(1) To support the implementation of the amendments to the Council's establishment.

(2&3) To support the Council in achieving the financial efficiencies and organisational changes to maintain sustainable service delivery.

(4) To support M in seeking alternative employment and to give flexibility to the service area to manage M's employed concluded in the best interest of the service area.