

EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 8th November 2021.

The Committee agenda is available [here](#).

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

516 MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 11th October 2021 be approved as a correct record.

517 DECLARATIONS OF INTEREST –

No declarations of interest were received.

518 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.

519 APPLICATION FOR FLEXIBLE RETIREMENT – W (DSS) (EXEMPT INFORMATION PARAGRAPHS 13 AND 14) –

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

RESOLVED –

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

(2) T H A T the retirement of W from employment with the Council take place on or before 12th November 2023 providing no other circumstances arise in the interim whereby the employment was to be terminated for a different reason.

Reason for decision

- (1) To determine the flexible retirement application within the regulations and to allow for eventualities that may not be known at this time.
- (2) To achieve the necessary change to the employee's flexible retirement date, to assist service continuity, provide appropriate support to assist the employee's transition to retirement and to contribute to the work of Long-Term Care Services as the Council recovers from the affects and implications of the Coronavirus pandemic.

520 APPLICATION FOR FLEXIBLE RETIREMENT – C (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to the application for flexible 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 C in accordance with the Council's policy, subject to no other circumstances arising in the interim whereby the employment was to be terminated for a different reason, be agreed.
- (2) T H A T the use of the appropriate delegated powers be endorsed, to enable C to reduce their contracted hours from 23.5 to 14 per week from 1st December 2021.
- (3) T H A T the retirement of C from employment with the Council take place on or before 11 August 2024.

Reasons for decisions

- (1) To determine the flexible retirement application within the regulations and allow for the eventualities that may not be known at this time.
- (2&3) To achieve the necessary change to the employee's working hours, to provide appropriate support and to assist the employee's transition to retirement.

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

At the start of the item, the presenting officer advised that the redundancy application for M had been withdrawn.

Therefore, consideration was given to an application on the grounds of redundancy in respect of T only. Having regard to the report, it was subsequently

RESOLVED -

- (1) T H A T a redundancy payment be approved on or before 31st December 2021 on the basis of Scheme E of the Council's Early Retirement/Redundancy Scheme, subject to recommendation 2 and T complying with the avoiding redundancy procedure.
- (2) T H A T should alternative employment be found for T; the notice will be extended to cover any trial period and recommendation 1 will be revoked (together with any redundancy payment) if the trial period proves to be successful.
- (3) T H A T the Operational Manager for Regeneration be given delegated authority to agree or not agree PILON (Payment in Lieu of Notice) as deemed necessary.

Reason for decision

- (1) To determine the redundancy proposal within the regulations and to allow for eventualities that may not be known at this time.
- (2) To maintain compliance with the Council's Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.
- (3) To enable PILON as deemed necessary.