

No.

EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 7th February, 2022.

The Committee agenda is available [here](#)

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

MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 10th January, 2022 be approved as a correct record.

DECLARATIONS OF INTEREST –

No declarations were received.

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.

APPLICATION FOR FLEXIBLE RETIREMENT (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 and 14) -

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

RESOLVED -

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

(2) T H A T the retirement of J from employment with the Council takes place on or before 31st March, 2023 providing no other circumstances arise in the interim whereby the employment were to be terminated for a different reason.

No.

Reasons for decisions

- (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 Rondel House as we recover from the affects and implications of the Coronavirus pandemic and the service transitions to a new manager.

DETERMINATION OF REDUNDANCY C (HRP) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to the application for redundancy in respect of the above employee. Having regard to the report and discussions at the meeting, it was subsequently

RESOLVED -

- (1) T H A T a redundancy payment be approved on or before 31st March 2022 on the basis of Scheme E of the Council's Early Retirement/Redundancy Scheme subject to Resolution (2) and C complying with the avoiding redundancy procedure.
- (2) T H A T should alternative employment be found for C, 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 from the Early Retirement/Redundancy Committee of Resolutions (1) and (2) above, the Operational Manager for Regeneration be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) as deemed necessary.

Reasons for decisions

- (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.