

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 23rd February, 2023.

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

Present: Councillor P. Drake (Chair); Councillor H.C. Hamilton (Vice-Chair);
Councillors A.M. Ernest and N.C. Thomas.

740 APOLOGY FOR ABSENCE –

This was received from Councillor J.E. Charles.

741 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 24th November, 2022 be approved as a correct record.

742 DECLARATIONS OF INTEREST –

No declarations were received.

743 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.

744 LEARNING AND SKILLS DETERMINATION OF REDUNDANCY – D (DLS) (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 the redundancy payment be approved effective from 6th April, 2023 on the basis of Scheme E of the Council's Redundancy Scheme, Termination on Grounds of Redundancy (subject to Resolution (2) below).

No.

(2) T H A T should employment be found for D, the notice be extended to cover any trial period if necessary, and Resolution (1) above be revoked together with the redundancy payment should the trial period prove successful.

Reasons for decisions

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

(2) To maintain compliance with relevant Human Resource policies and practices such as Redeployment as appropriate.

745 APPLICATION FOR FLEXIBLE RETIREMENT – H (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 and discussions at the meeting, it was subsequently

RESOLVED –

(1) T H A T the flexible retirement of H 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 approved.

(2) T H A T the use of the appropriate delegated powers be approved to enable reduction of the employee's contracted hours from 37 hours to 22 hours per week, worked across three days from 1st April, 2023.

Reasons for decisions

(1) Having regard to the flexible retirement 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 working hours, to assist service continuity, provide appropriate support to assist the employee's transition to retirement and to reinvest the saving to meet the needs of the service.