

No.

EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 19th October, 2023.

The Committee agenda is available [here](#)

Present: Councillor P. Drake (Chair); Councillor H.C. Hamilton (Vice-Chair);
Councillors: J.E. Charles, G. John and N.C. Thomas.

463 APOLOGIES FOR ABSENCE –

These were received from Councillors A.M. Ernest and M.J.G. Morgan

464 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 21st September, 2023 be approved as a correct record.

465 DECLARATIONS OF INTEREST –

No declarations were received.

466 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 item of business on the grounds that it involves 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.

467 APPLICATION FOR FLEXIBLE RETIREMENT – P (DEH) (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 contents of the report and discussions at the meeting, it was subsequently

No.

RESOLVED –

- (1) T H A T the flexible retirement of P. be approved in accordance with the Council's policy subject to no other circumstances arising in the interim whereby the employment concludes for a different reason.
- (2) T H A T the use of the appropriate delegated powers be endorsed to enable P. to reduce P.'s contracted hours from 37 to 20 hours per week from week commencing 1st January, 2024.
- (3) T H A T the retirement of P. from employment with the Council be reviewed by the Chief Officer at six monthly intervals in consultation with the Chief Officer for Human Resources.

Reasons for decisions

- (1) To determine the flexible retirement application of P. within regulation and to allow for eventualities which may not be known at this time.
- (2&3) To achieve the necessary changes to the employee's working hours, to assist service transition, provide appropriate support to assist the employee's health and transition to retirement and provide opportunity to provide training to new members of staff interested in the post.

468 DETERMINATION OF REDUNDANCY – C (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) -

Consideration was given to determine an 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 from 17th November, 2023 on the basis of Scheme E of the Council's Early Retirement/Redundancy Scheme, subject to Recommendation (2) and C. complying with the avoiding redundancy procedure.
- (2) T H A T should alternative employment be found for C., the notice to 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 Director of Corporate Resources be granted delegate authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of C. to work their contracted notice period as deemed necessary following consultation with relevant officers.

No.

Reasons for decisions

- (1) To ensure that C. receives the appropriate redundancy remuneration on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme.
- (2) To maintain compliance with the Council's agreed Management of Change Policy and Human Resources Policies such as Avoiding Redundancy and Redeployment as appropriate.
- (3) To ensure delegations are in place for the Director of Corporate Resources to agree or not agree PILON or availability of C. to work their contracted notice period as deemed necessary following consultation with relevant officers.

469 APPLICATION FOR FLEXIBLE RETIREMENT – A (DCR) (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 contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

- (1) T H A T the flexible retirement of A. be approved 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.
- (2) T H A T the flexible retirement of A. be approved on or before 30th June, 2024 providing no other circumstances arise in the interim whereby the employment were to be terminated for a different reason.

Reasons for decisions

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