

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 18th April, 2024.

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

The Meeting recording is available [here](#).

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

1012 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Principal Democratic and Scrutiny Services Officer read the following statement: “May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing”.

1013 APOLOGY FOR ABSENCE –

This was received from Councillor J.E. Charles.

1014 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 14th March, 2024 be approved as a correct record.

1015 DECLARATIONS OF INTEREST –

No declarations were received.

1016 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.

1017 APPLICATION FOR FLEXIBLE RETIREMENT – D (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

RESOLVED –

(1) T H A T the flexible retirement of D 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 approved to enable D to reduce D's contracted hours from 37 to 22 hours per week from the week commencing 13th May, 2024.

(3) T H A T the retirement of D from employment with the Council is reviewed by the Chief Officer at six monthly interviews in consultation with the Chief Officer for Human Resources.

Reasons for decisions

(1) To determine the flexible retirement application of D within the regulations and to allow for eventualities which may be unknown at this time.

(2&3) To achieve the necessary change to the employee's working hours, to assist service continuity, 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.

1018 APPLICATION FOR FLEXIBLE RETIREMENT – L (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 contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

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

(2) T H A T the use of the appropriate delegated powers be approved, to enable L to reduce their contracted hours from 37 to 21 hours per week from 29th May, 2024.

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 working hours, to assist service continuity, provide appropriate support to assist the employee's transition to retirement and to enable improved succession planning.