

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 19th September, 2024.

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

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

Present: Councillor P. Drake (Chair); Councillors J.E. Charles, G. John, M.J.G. Morgan and N.C. Thomas.

357 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”.

358 APOLOGY FOR ABSENCE –

This was received from Councillor H.C. Hamilton (Vice-Chair).

359 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 25th July, 2024 be approved as a correct record.

360 DECLARATIONS OF INTEREST –

Prior to consideration of all the reports, the officer advised of the name of each Applicant in order that Members could consider any declaration of interests. Councillor John declared an interest in Agenda Item No. 8 – Application to Extend Period of Flexible Retirement – T1 – in that he knew the Applicant well. Councillor John left the meeting whilst this matter was being considered.

361 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.

No.

362 APPLICATION FOR FLEXIBLE RETIREMENT – H (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to determine an 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 H 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 flexible retirement of H be agreed without a specified end date providing no other circumstances arise in the interim whereby the employment was to be terminated for a different reason and to enable the reduction in hours to commence after 30th September, 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 contribute to the work of Adult Services Day Services Team.

363 APPLICATION FOR FLEXIBLE RETIREMENT – T (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

During consideration of the application Members sought reassurance as to how the Council could support staff, manage service provision and the impact on service provision going forward with the loss of knowledge, expertise, skills and personnel in a number of areas. The Operational Manager for Accountancy advised that the Council had for some time, and would continue to do so, developed succession planning opportunities to disseminate skills.

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 T be agreed 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.

No.

(2) T H A T the flexible retirement of T be agreed without a specified end date providing no other circumstances arise in the interim whereby the employment was to be terminated for a different reason.

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 contribute to the work of Adult Services. To enable the reduction in hours to commence after 30th September, 2024.

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

Consideration was given to determine an 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 W be agreed 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 flexible retirement of W be agreed without a specified end date providing no other circumstances arise in the interim whereby the employment was to be terminated for a different reason and to enable this reduction in hours to commence after 31st March, 2025.

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 contribute to the work of Adult Services.

No.

365 APPLICATION TO EXTEND PERIOD OF FLEXIBLE RETIREMENT – T1 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to determine an 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 period of flexible retirement of T1 be agreed in accordance with the Council's policy, subject to no other circumstances arising in the interim whereby the employment would be terminated for a different reason.
- (2) T H A T the use of the appropriate delegated powers be endorsed, to enable T1's employment to be extended, under flexible retirement, for a further 12 months.
- (3) T H A T the retirement of T1 from employment with the Council be reviewed by the Chief Officer at six monthly intervals dependent on the employee's health and in consultation with the Chief Officer for Human Resources.

Reasons for decisions

- (1) To determine the extension of the current period of flexible retirement application of T1 within the regulation and to allow for eventualities which may not be known at this time.
- (2&3) To extend the period of flexible retirement for a further 12 months to assist in the delivery of a key ICT implementation.

366 APPLICATION FOR FLEXIBLE RETIREMENT – A (DCR) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to determine an 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 agreed in accordance with Scheme F of the Council's Early Retirement / Redundancy / termination scheme subject to no other circumstances arising in the interim whereby the employment were to be terminated for a different reason.

No.

(2) T H A T the flexible retirement of A be agreed on or before 30th November, 2026 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 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 contribute to the work of the Accountancy team.