

## EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a meeting held on 6<sup>th</sup> December, 2018.

Present: Councillor V.J. Bailey (Chairman); Councillor S.T. Edwards (Vice-Chairman); Councillors Mrs. P. Drake, G. John and N.C. Thomas.

### 558 APOLOGY FOR ABSENCE -

This was received from Councillor Mrs. A. Moore.

### 559 MINUTES -

RESOLVED - T H A T the minutes of the meeting held on 8<sup>th</sup> November, 2018 be approved as a correct record.

### 560 DECLARATIONS OF INTEREST -

No declarations were received.

### 561 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.

### 562 DETERMINATION OF REDUNDANCY - P (MD) (EXEMPT INFORMATION - PARAGRAPHS 12, 13 AND 14) -

Consideration was given to an application on the grounds of redundancy in respect of the above employee. Having sought and received clarification on a number of aspects contained within the report, the Committee

RESOLVED -

(1) T H A T a redundancy payment be approved on or before the 6th March 2019 on the basis of Scheme D of the Council's Early Retirement/Redundancy Scheme subject to Resolutions (2) and (3) below and to P complying with the avoiding redundancy procedure.

(2) T H A T should alternative employment be found for P, 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 the Head of Performance and Development be given delegated authority to agree or not agree PILON (Payment in Lieu of Notice) as deemed necessary following consultation with the Leader and Managing Director.

Reasons for decisions

(1) To support the implementation of the amendments to the Council's establishment.

(2&3) To support the Council in achieving the financial efficiencies and organisational changes to maintain sustainable service delivery.

563 DETERMINATION OF REDUNDANCY/EARLY RETIREMENT - S (HOF)  
(EXEMPT INFORMATION - PARAGRAPHS 12, 13 AND 14) -

Consideration was given to the proposal for redundancy in respect of S within the Managing Director and Resources Directorate.

RESOLVED -

(1) T H A T the application in respect of S be approved on the basis of Scheme D of the Council's policy (as set out in Appendix A) and within the financial parameters as set out in Appendix B of this report, subject to no other circumstances arising in the interim whereby the employment were to be terminated for a different reason and recommendations 2 and 3 below.

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

(3) T H A T subject to approval from the ERR Committee of recommendations 1 and 2 above, the Head of Finance/Section 151 Officer is given the delegated authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of S to work their contracted notice period as deemed necessary following consultation with the Managing Director, relevant officer(s) in Bridgend Council and S.

Reasons for decisions

(1) To support the Council (and partners to the existing and new Regional Internal Audit Shared Service (RIASS)) in achieving the financial efficiencies and organisational changes necessary to maintain sustainable service delivery.

(2) To maintain compliance with the Council's agreed Management of Change policy and Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To provide sufficient flexibility for the Shared Audit Service to effectively implement the forthcoming changes whilst ensuring that individual circumstances are able to be dealt with in the most appropriate and efficient manner in consultation with Bridgend Council and the employee.

564 APPLICATION FOR FLEXIBLE RETIREMENT - W (DEH) (EXEMPT INFORMATION - PARAGRAPHS 12, 13 AND 14) -

Consideration was given to an application for early retirement in respect of the above employee. In regards to the report, it was subsequently

RESOLVED -

(1) T H A T Members of the Committee agree to the flexible retirement of W 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 W to reduce W's contracted hours from 37 to 22 hours per week from the week commencing the 1st January 2019.

(3) T H A T the retirement of W from employment with the Council is 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 flexible retirement application of W within the regulations and to allow for eventualities that may not be known 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 to contribute to the savings of the Service.

565 DETERMINATION OF REDUNDANCY/EARLY RETIREMENT ON THE GROUNDS OF REDUNDANCY - B (DEH) (EXEMPT INFORMATION - PARAGRAPHS 12, 13 AND 14) -

Consideration was given to an application for redundancy/early retirement on the grounds of redundancy in respect of the above employee.

Subsequently it was

RESOLVED -

(1) T H A T the application in respect of B be approved effective on or before the 16th January 2019 on the basis of Scheme E of the Council's Discretionary Redundancy policy and within the financial parameters as set out in Appendix A of

this report subject to no suitable alternative employment arising prior to the date of termination and to recommendation 2 below.

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

Reasons for decisions

(1) To support Shared Regulatory Services in achieving financial efficiencies and meet the budget reductions required of the Service.

(2) To ensure that Council's policies and procedures are followed and that only appropriate payments are made.