

No.

## **EARLY RETIREMENT / REDUNDANCY COMMITTEE**

Minutes of a meeting held on 16<sup>th</sup> March, 2020.

Present: Councillor G. John (Vice-Chairman in the Chair); Councillors V.J. Bailey, Mrs. J.E. Charles, Mrs. P. Drake, K.F. McCaffer and R.A. Penrose.

### **APOLOGY FOR ABSENCE –**

This were received from Councillor N.C. Thomas (Chairman).

### **MINUTES –**

RESOLVED – T H A T the minutes of the meeting held on 22<sup>nd</sup> November, 2019 be approved as a correct record.

### **DECLARATIONS OF INTEREST –**

No declarations were received.

### **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.

### **APPLICATION FOR FLEXIBLE RETIREMENT – S (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12A, 13 AND 14) –**

Consideration was given to an application for flexible retirement in respect of the above employee. Having regard to the report, it was subsequently

### **RESOLVED –**

- (1) T H A T that the flexible retirement of S, 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, be agreed.
- (2) T H A T the use of the appropriate delegated powers be endorsed for S to enable a 40% reduction in their contracted hours from an average 23.75 hours per week to an average 14.25 hours per week commencing 1<sup>st</sup> April, 2020.

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(3) T H A T the retirement of S from employment with the Council take place five years from 1<sup>st</sup> April, 2020 subject to review and agreement between S and the Council.

#### Reasons for decisions

(1) To determine the flexible retirement application of S within the Regulation and to allow for any eventualities that may not be known at this time.

(2&3) To achieve the necessary change to the employee's working hours and enable appropriate measures to be implemented to assist service continuity.

#### DETERMINATION OF REDUNDANCY – B (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12A, 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 redundancy be approved in respect of B with effect from 17<sup>th</sup> March, 2020 based on Scheme E in accordance with the recommended discretionary benefits as set out in Appendix A to the report, subject to Recommendation (2) below.

(2) T H A T should suitable alternative employment be available for B, notice be extended to cover any trial period. If a trial period proves to be successful and the employee accepts the alternative position, Recommendation (1) be revoked together with the redundancy payment.

#### Reasons for decisions

(1) To determine the option for B in accordance with the Council's Early Retirement / Redundancy / Termination Policy.

(2) The Council's redeployment procedures are being applied currently. If the employee is successful in securing suitable alternative employment prior to 12<sup>th</sup> April, 2020 and providing the trial period is successful, the individual will be retained in the redeployment role and as such there will be no need for the redundancy to take effect and so no redundancy payment(s) will be due.

No.

APPLICATION FOR FLEXIBLE RETIREMENT – R (HOF) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to an application for flexible retirement in respect of the above employee. Having regard to the report, it was subsequently

RESOLVED –

- (1) T H A T the flexible retirement of R in accordance with the Council's policy, subject to no other circumstances arising in the interim where by the employment was to be terminated for a different reason, be agreed.
- (2) T H A T the use of the appropriate delegated powers be endorsed, to enable R to reduce their contracted hours from 37 to 22 hours per week from the week commencing 11<sup>th</sup> May, 2020.
- (3) T H A T the retirement of R from employment with the Council take place on or before 10<sup>th</sup> November, 2020.

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 adhere to the Council's Constitution.
- (3) To provide clarity as to the duration of R's flexible retirement.

APPLICATION FOR EXTENDED FLEXIBLE RETIREMENT – H (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12A, 13 AND 14) –

Consideration was given to an application to extend the period of flexible retirement in respect of the above employee. Having regard to the report, it was subsequently

RESOLVED –

- (1) T H A T the extension to flexible retirement of H be agreed 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 use of the appropriate delegated powers be endorsed, to enable H to continue flexible retirement for 22 hours per week commencing 1<sup>st</sup> April, 2020.
- (3) T H A T the retirement of H from employment with the Council take place on or before 31<sup>st</sup> March, 2021.

No.

Reasons for decisions

(1) To determine the extended flexible retirement application within the regulations and to allow for eventualities that may not be known at this time.

(2&3) To assist service continuity and to enable the service to restructure to maximise its ability to achieve the service aims within current legislation whilst planning for the implementation of the new Additional Learning Needs and Education Tribunal (Wales) Act 2018, which has been delayed for a further year and will now come into force September 2021.