

No.

## EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 11<sup>th</sup> September, 2020.

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

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

### 781 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 16<sup>th</sup> March, 2020 be approved as a correct record.

### 782 DECLARATIONS OF INTEREST –

No declarations were received.

### 783 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.

### 784 DETERMINATION OF REDUNDANCY – M (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 1<sup>st</sup> November, 2020 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme subject to Recommendation (2) and M complying with the avoiding redundancy procedure.

(2) T H A T, should alternative employment be found for M, the notice will 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.

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(3) T H A T the Head of Policy and Business Transformation be given delegated authority to agree or not agree PILON (Payment in Lieu of Notice) as deemed necessary.

Reasons for decisions

(1) To determine the redundancy proposal within the regulations and to allow for eventualities that may not be known at this time.

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

(3) To enable the Head of Policy and Business Transformation to progress this matter in a timely way.

785 APPLICATION FOR FLEXIBLE RETIREMENT – E (DEH) (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 E in accordance with the Council's policy be agreed, 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 E to reduce their contracted hours from 37 to 22 hours per week from the week commencing 5<sup>th</sup> October, 2020.

(3) T H A T the retirement of E from employment with the Council take place on or before 5<sup>th</sup> October, 2022 subject to joint six-monthly reviews between E and the employing Head of Service.

Reasons for decisions

(1) To determine the flexible retirement application of E within the regulation and to allow for eventualities which may 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 wellbeing and transition to retirement and provide opportunity to provide training to new members of staff interested in the post.

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786 APPLICATION FOR FLEXIBLE RETIREMENT – J (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to an application for flexible retirement 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 the flexible retirement of J in accordance with the Council's policy be agreed, 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 J to continue in employment for a further 34 months at 15 hours per week, commencing 5<sup>th</sup> October, 2020. That the retirement of J from employment with the Council takes place on or before 26<sup>th</sup> August, 2023 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 provide appropriate support to assist the employee's transition to retirement and to continue to provide experience to the team whilst training new staff.