

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 15th March, 2021.

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

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

493 APOLOGIES FOR ABSENCE –

These were received from Councillors V.J. Bailey and K.F. McCaffer.

494 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 18th December, 2020 be approved as a correct record.

495 DECLARATIONS OF INTEREST –

No declarations were received.

496 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.

497 APPLICATION FOR FLEXIBLE RETIREMENT – R1 (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 that the flexible retirement of R1, 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 R1's contracted hours to be reduced from 37 to 22 hours per week from the week commencing 18th March, 2021.

(3) T H A T the retirement of R1 from employment with the Council be reviewed by the Chief Officer at six monthly internals in consultation with the Chief Officer for Human Resources.

Reasons for decisions

(1) To determine the flexible retirement application of R1 within the Regulations 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, 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.

498 APPLICATION FOR FLEXIBLE EARLY RETIREMENT – B (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 that the flexible retirement of B, 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 B's contracted hours to be reduced from 37 to 22 hours per week from Tuesday, 1st June, 2021.

(3) T H A T the retirement of B from employment with the Council take place on or before 31st May, 2022.

Reasons for decisions

(1) To determine the flexible retirement application of B within the Regulations 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 to assist service continuity.

499 APPLICATION FOR FLEXIBLE RETIREMENT – H (MD) (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 that the flexible retirement of H, 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 H's contracted hours to be reduced from 37 to 18.5 hours per week from the 31st March, 2021 and that the retirement of H from employment with the Council take place on or before 31st March, 2022.

Reasons for decisions

- (1) To determine the flexible retirement application of H within the Regulations and to allow for any 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 contribute to the savings of the service and enabled improved succession planning.