

## EARLY RETIREMENT / REDUNDANCY COMMITTEE

Decision Notice – Meeting, 8<sup>th</sup> November, 2021.

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

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

### AGENDA ITEM 2. MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 11<sup>th</sup> October, 2021 be approved as a correct record.

### AGENDA ITEM 3. DECLARATIONS OF INTEREST –

No declarations of interest 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.

### AGENDA ITEM 5. APPLICATION FOR FLEXIBLE RETIREMENT – W (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

RESOLVED –

- (1) T H A T the extension of flexible retirement of W 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 retirement of W from employment with the Council take place on or before 12<sup>th</sup> November, 2023 providing no other circumstances arise in the interim whereby the employment was to be terminated for a different reason.

### Reason for decision

- (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 flexible retirement date, to assist service continuity, provide appropriate support to assist the employee's

transition to retirement and to contribute to the work of Long-Term Care Services as the Council recovers from the affects and implications of the Coronavirus pandemic.

AGENDA ITEM 6. APPLICATION FOR FLEXIBLE RETIREMENT – C (DSS)  
(EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

RESOLVED –

(1) T H A T the flexible retirement of C 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, to enable C to reduce their contracted hours from 23.5 to 14 per week from 1<sup>st</sup> December, 2021.

(3) T H A T the retirement of C from employment with the Council take place on or before 11<sup>th</sup> August, 2024.

Reasons for decisions

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

(2&3) To achieve the necessary change to the employee's working hours, to provide appropriate support and to assist the employee's transition to retirement.

AGENDA ITEM 7. DETERMINATION OF REDUNDANCY – M AND T (MD)  
(EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

The redundancy application for M had been withdrawn prior to Committee consideration.

RESOLVED –

(1) T H A T a redundancy payment be approved on or before 31<sup>st</sup> December, 2021 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and T complying with the avoiding redundancy procedure.

(2) T H A T should alternative employment be found for T 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 Operational Manager for Regeneration be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) as deemed necessary.

Reason for decision

- (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 PILON as deemed necessary.