

No.

EARLY RETIREMENT/REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 24th November, 2022.

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

Present: Councillor P. Drake (Chair); Councillor H.C. Hamilton (Vice-Chair);
Councillors J.E. Charles, A.M. Ernest, G. John and N.C. Thomas.

488 APOLOGY FOR ABSENCE –

This was received from Councillor M.J.G. Morgan.

489 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 29th September, 2022 be approved as a correct record.

490 DECLARATIONS OF INTEREST –

No declarations were received.

491 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.

492 APPLICATION FOR REDUNDANCY IN RESPECT OF D (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to the application for redundancy in respect of the above employee. Having regard to the report and discussions at the meeting, it was subsequently

RESOLVED –

(1) T H A T a redundancy payment be approved effective from 31st December, 2022 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme – termination on the grounds of redundancy (subject to Resolution (2).

No.

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

Reasons for decisions

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

(2) To maintain compliance with relevant Human Resource policies and practices such as Redeployment as appropriate.

493 APPLICATION FOR FLEXIBLE RETIREMENT – M (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

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

RESOLVED –

(1) T H A T the flexible retirement of M 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, be agreed.

(2) T H A T the use of the appropriate delegated powers be endorsed, to enable reduction of the employee's contracted hours from 37 hours to 22 hours per week, worked across three days from 1st January, 2023.

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 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 to reinvest the saving to meet the needs of the service.