

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 27th July, 2023.

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

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

273 APOLOGY FOR ABSENCE –

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

274 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 22nd May, 2023 be approved as a correct record.

275 DECLARATIONS OF INTEREST –

Councillor G. John declared a personal and prejudicial interest in relation Agenda Item 7 – Application for Flexible Retirement – T1, Councillor John had a long standing personal relationship with the Applicant so took no part in consideration of the matter.

276 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.

277 DETERMINATION OF REDUNDANCY – A (CR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

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

No.

RESOLVED –

(1) T H A T a redundancy payment be approved from 31st August, 2023 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and A complying with the Avoiding Redundancy Procedure.

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

(3) T H A T, subject to approval from the Early Retirement / Redundancy Committee of Resolutions (1) and (2) above, the Director of Corporate Resources be granted delegated authority to agree or not agree PILON (Payment In Lieu of Notice) or availability of A to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

(1) To ensure that A receives the appropriate redundancy remuneration on the basis of Scheme D of the Council's Early Retirement/Redundancy Scheme.

(2) To maintain compliance with the Council's agreed Management of Change Policy and Human Resource Policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure delegations are in place for the Director of Corporate Resources to agree or not agree PILON or availability of A to work their contracted notice period as deemed necessary following consultation with relevant officers.

278 APPLICATION FOR FLEXIBLE RETIREMENT – D (DEH) (EXEMPT INFORMATION – PARAGRAPHS 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 D in accordance with the Council's Policy be agreed, subject to no other circumstances arriving in the interim whereby the employment concludes for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable D to reduce their contracted hours from 37 to 22 hours per week from the week commencing 23rd September, 2023.

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

No.

Reasons for decisions

(1) To determine the flexible retirement application of D 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 health and transition to retirement and provide opportunity to provide training to new members of staff interested in the post.

279 APPLICATION FOR FLEXIBLE RETIREMENT – T1 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 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 T1 be agreed in accordance with the Council's Policy 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 approved to enable T1 to reduce T1's contracted hours from 37 to 22 hours per week from the week commencing 13th November, 2023.

(3) T H A T it be agreed for the retirement of T1 from employment with the Council be reviewed by the Chief Officer at six monthly intervals dependant upon the employee's health and in consultation with the Chief Officer for Human Resources.

Reasons for decisions

(1) To determine the flexible retirement application of T1 within the regulation and to allow for eventualities which 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.

280 DETERMINATION OF REDUNDANCY – W (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

No.

RESOLVED –

(1) T H A T a redundancy payment be approved from 31st August, 2023 as a result of end of temporary contract with the Council. A redundancy payment would be payable as W would have two years of service on termination of contract.

(2) T H A T, should alternative employment be found for W, the notice be extended to cover any trial period if necessary and Resolution (1) be revoked together with the redundancy payment should the trial period prove 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 the Council's Redeployment procedure.

281 DETERMINATION OF FLEXIBLE RETIREMENT – D (DLS) (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 – T H A T D's request for flexible retirement be approved with effect from 1st September, 2023 or as soon as can be arranged thereafter.

Reason for decision

To support the employee's request for flexible retirement whilst also securing the employee's continued employment for a period of up to 7 months during which time the employee's skills and experience will be an asset to the Learning and Skills Directorate to ensure that significant legislative change taking place in ALN and Wellbeing are implemented effectively.