

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 6th December, 2023.

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

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

596 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Chair read the following statement: “May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing.”

597 APOLOGIES FOR ABSENCE –

These were received from Councillors H.C. Hamilton (Vice-Chair) and M.J.G. Morgan.

598 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 19th October, 2023 be approved as a correct record.

599 DECLARATIONS OF INTEREST –

No declarations were received.

600 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.

601 APPLICATION FOR FLEXIBLE RETIREMENT – P (DCR) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to the application for flexible retirement in respect of the above employee.

No.

Having regard to the contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

- (1) T H A T the flexible retirement of P be approved 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.
- (2) T H A T the flexible retirement of P be approved on or before 30th June, 2024 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 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 contribute to the work of the Accountancy team.

602 DETERMINATION OF REDUNDANCY – C (DP) (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

RESOLVED –

- (1) T H A T a redundancy payment be approved on or before 31st March, 2024 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme subject to Resolution (2) and C complying with the avoiding redundancy procedure.
- (2) T H A T should alternative employment be found for C, the notice will be extended to cover any trial period and Resolution (1) be revoked (together with any redundancy payment and access to pension) if the trial period proves to be successful.
- (3) T H A T the Operational Manager for Regeneration 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.

No.

- (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.

603 DETERMINATION OF REDUNDANCY – W (DLS) (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

RESOLVED –

(1) T H A T a redundancy payment be approved effective three months from the date of Committee approval on the basis of Scheme E of the Council's Redundancy Scheme – Termination on Grounds of Redundancy (subject to Resolution (2) and employee W complying with the Avoiding Redundancy Procedure). If agreed, W may terminate employment on 31st December, 2023 and receive the remainder of the notice as a lump sum.

(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 agreed Management of Change policy and Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.