

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 14th March, 2024.

The Committee agenda is available [here](#)

The Meeting recording is available [here](#)

Present: Councillor P. Drake (Chair); Councillors M.J.G. Morgan and N.C. Thomas.

936 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Principal Democratic and Scrutiny Services Officer 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.”

937 APOLOGIES FOR ABSENCE –

These were received from Councillors H.C. Hamilton (Vice-Chair), A.M. Ernest and G. John.

938 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 24th January, 2024 be approved as a correct record.

939 DECLARATIONS OF INTEREST –

No declarations were received.

940 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.

No.

941 APPLICATION FOR FLEXIBLE RETIREMENT – B (DCR) (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 contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

(1) T H A T the flexible retirement of B be approved 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 flexible retirement of B be approved on or before 1st July, 2024 providing no other circumstances arise in the interim whereby the employment would 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 Legal Services team.

942 DETERMINATION OF REDUNDANCY – R (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

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

RESOLVED –

(1) T H A T a redundancy payment be approved on or before 6th June, 2024 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and R. complying with the Avoiding Redundancy procedure.

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

(3) T H A T the Director of Corporate Resources be granted a delegated authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of

No.

R. to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

- (1) To ensure that R. 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 Resources Policies such as Avoiding Redundancy and Redeployment of appropriate.
- (3) To ensure delegations are in place for the Director of Corporate Resources to agreed or not agree PILON or availability of R. to work their contracted notice period as deemed necessary following consultation with relevant officers.

943 APPLICATION FOR FLEXIBLE RETIREMENT – E (DP) (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 contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

- (1) T H A T the flexible retirement of E. be approved 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 flexible retirement of E. be approved on or before 31st May, 2024 providing no other circumstances arise in the interim whereby the employment would 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 Planning Service.