

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 25th July, 2024.

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

The Meeting recording is available [here](#).

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

268 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”.

269 APOLOGIES FOR ABSENCE –

These were received from Councillors M.J.G. Morgan and N.C. Thomas.

270 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 20th June, 2024 be approved as a correct record.

271 DECLARATIONS OF INTEREST –

No declarations were received.

272 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.

273 DETERMINATION OF REDUNDANCY – C1 (DP) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to determine an application for redundancy 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 a redundancy payment be approved on or before 25th October, 2024 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and C1 complying with the Avoiding Redundancy procedure.

(2) T H A T should alternative employment be found for C1, 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 Head of Sustainable Development be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of C1 to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

(1) To ensure that C1 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 Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure that delegations are in place for the Head of Sustainable Development to agree or not agree PILON or availability of C1 to work their contracted notice period as deemed necessary following consultation with relevant officers.

274 DETERMINATION OF REDUNDANCY – C2 (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 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 25th October, 2024 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and C2 complying with the avoiding Redundancy Procedure.

No.

(2) T H A T should alternative employment be found for C2, the notice to be extended to cover any trial period and Resolution (1) revoked (together with any redundancy payment) if the trial period proves to be successful.

(3) T H A T the Head of Sustainable Development be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) within the remit of Scheme E, or availability of C2 to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

(1) To ensure that C2 received the appropriate redundancy remuneration on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme.

(2) To maintain compliance with the Council's agreed Human Resources Policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure delegations are in place for the Head of Sustainable Development to agree or not agree PILON or availability of C2 to work their contracted notice period as deemed necessary following consultation with relevant officers.

275 DETERMINATION OF REDUNDANCY – M (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 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 25th October, 2024 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and M complying with the Avoiding Redundancy procedure.

(2) T H A T should alternative employment be found for M, 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 Head of Sustainable Development be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) within the remit of Scheme E, or availability of M to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

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

No.

(2) To maintain compliance with the Council's agreed Human Resources Policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure that delegations are in place for the Head of Sustainable Development to agree or not agree PILON or availability of M to work their contracted notice period as deemed necessary following consultation with relevant officers.

276 DETERMINATION OF REDUNDANCY – G (DCR) (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 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 25th October, 2024 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and G complying with the Avoiding Redundancy procedure.

(2) T H A T should alternative employment be found for G, 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 Operational Manager – Communications, Participation, Equalities and Directorate Development be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) within the remit of Scheme E, or availability of G to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

(1) To ensure that G 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 Human Resources Policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure that delegations are in place for the Operational Manager – Communications, Participation, Equalities and Directorate Development to agree or not agree PILON or availability of G to work their contracted notice period as deemed necessary following consultation with relevant officers.

No.

277 DETERMINATION OF REDUNDANCY WITH EARLY RETIREMENT – T (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to determine an application for redundancy with early 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 a redundancy payment be approved on or before 25th October, 2024 on the basis of Scheme D 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 to be extended to cover any trial period and Resolution (1) be revoked (together with any redundancy payment) if the trial period proves to be successful.

(3) T H A T the Operational Manager – Communications, Participation, Equalities and Directorate Development be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) within the remit of Scheme E, or availability of T to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

(1) To ensure that T 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 Human Resources Policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure delegations are in place for the Operational Manager – Communications, Participation, Equalities and Directorate Development to agree or not agree PILON or availability of T to work their contracted notice period as deemed necessary following consultation with relevant officers.

278 DETERMINATION OF REDUNDANCY – R (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

The Operational Manager for Additional Learning Needs advised the Committee that the application had been withdrawn.

Subsequently, it was

RESOLVED – T H A T the contents of the report be noted as the application had been withdrawn.

No.

Reason for decision

Having regard to the contents of the report and discussions at the meeting.