

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 20th March, 2025.

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, G. John and N.C. Thomas.

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”.

MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 23rd January, 2025 be approved as a correct record.

DECLARATIONS OF INTEREST –

No declarations of interest were received.

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.

APPLICATION FOR FLEXIBLE RETIREMENT – S (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to determine an 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

No.

RESOLVED –

(1) T H A T the flexible retirement of S be agreed in accordingly with the Council's policy, subject to no other circumstances arising in the interim whereby the employment was to be terminated for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed, to enable a reduction of the employee's contracted hours from 37 hours to 18.5 hours per week, worked across there days from 1st May, 2025.

Reasons for decisions

(1) To determine the flexible retirement 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.

DETERMINATION OF REDUNDANCY – S (DEH) (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 statutory redundancy payment be approved for payment before 31st March, 2025 on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and S complying with the Avoiding Redundancy Procedure.

(2) T H A T should suitable alternative employment be found for S, 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.

Reasons for decisions

(1) To ensure that S 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.