

No.

## **EARLY RETIREMENT / REDUNDANCY COMMITTEE**

Minutes of a Remote meeting held on 22<sup>nd</sup> May, 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 A.M. Ernest and N.C. Thomas.

### **63 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”.

### **64 APOLOGIES FOR ABSENCE –**

These were received from Councillors J.E. Charles, G. John and M.J.G. Morgan.

### **65 MINUTES –**

RESOLVED – T H A T the minutes of the meeting held on 7<sup>th</sup> April, 2025 be approved as a correct record.

### **66 DECLARATIONS OF INTEREST –**

No declarations of interest were received.

### **67 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.

### **68 APPLICATION FOR FLEXIBLE RETIREMENT – H1 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –**

Consideration was given to determine an 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 H1 be approved in accordance with the Council's policy subject to no other circumstances arising in the interim whereby H1's 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 H1 to reduce their contracted hours from 37 to 22 hours per week from the week commencing 1<sup>st</sup> June, 2025.
- (3) T H A T the retirement of H1 from employment with the Council be reviewed by the Chief Officer at six monthly intervals in consultation with the Chief Officer for Human Resources.

Reasons for decisions

- (1) To determine the flexible retirement application of H1 within the Regulations and to allow for eventualities which may be unknown 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 to provide opportunity to provide training to new members of staff interested in the post.

69 APPLICATION FOR FLEXIBLE RETIREMENT – H2 (DEH) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

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

RESOLVED –

- (1) T H A T the flexible retirement of H2 be approved in accordance with the Council's policy subject to no other circumstances arising in the interim whereby H2's 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 H2 to reduce their contracted hours from 37 to 22 hours per week from the week commencing 14<sup>th</sup> July, 2025.

No.

(3) T H A T the retirement of H2 from employment with the Council be reviewed by the Chief Officer at six monthly intervals in consultation with the Chief Officer for Human Resources.

Reasons for decisions

(1) To determine the flexible retirement application of H2 within the Regulations and to allow for eventualities that may be unknown 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.