

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 22nd January, 2026.

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

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

Present: Councillor P. Drake (Chair); Councillors G. John, E. Penn and N.C. Thomas.

602 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the following statement was made: “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”.

603 APOLOGY FOR ABSENCE –

This was received from Councillor A.M. Ernest.

604 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 18th December, 2025 be approved as a correct record.

605 DECLARATIONS OF INTEREST –

No declarations of interest were received.

606 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.

607 DETERMINATION OF REDUNDANCY – A (DP) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Committee were advised that since the publication of the report, A had subsequently resigned from the Council and therefore were advised that consideration of the

matter by the Committee was no longer required. As such, the matter was withdrawn.

608 DETERMINATION OF REDUNDANCY – D (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to consider and determine the proposal for redundancy in respect of D within the Learning and Skills Directorate.

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 based on the agreed role end date of 31st December, 2025 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and D complying with the avoiding redundancy procedure.

(2) T H A T subject to approval from the Early Retirement / Redundancy Committee of Resolution (1) above, the Head of Human Resources and OD be granted the delegated authority to agree or not agree PILON (Payment in Lieu of Notice).

Reasons for decisions

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

(2) To ensure delegations were in place for the Head of Human Resources and Organisational Development to agree or not agree PILON.