

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 19th March, 2026.

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

Due to technical issues, there was no meeting recording available.

Present: Councillor P. Drake (Chair); Councillor N.C. Thomas (Vice-Chair);
Councillors J.E. Charles, G. John, M.J.G. Morgan and E. Penn.

733 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.”

734 APOLOGY FOR ABSENCE –

This was received from Councillor A.M. Ernest.

735 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 22nd January, 2026 be approved as a correct record.

736 DECLARATIONS OF INTEREST –

No declarations of interest were received.

737 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.

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

Consideration was given to consider and determine the proposal for statutory redundancy of project team member within Regeneration, Place 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 on or before 31st March, 2026 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme subject to Resolution (2) and A complying with the avoiding redundancy procedure.

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

Reasons for decisions

(1) To determine the redundancy proposal within the regulations and to allow for eventualities that may not be known at the time.

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

739 DETERMINATION OF REDUNDANCY C (DP) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine the proposal for statutory redundancy of project team member within Regeneration, Place 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 on or before 31st March, 2026 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme subject to Resolution (2) and C complying with the avoiding redundancy procedure.

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

Reasons for decisions

(1) To determine the redundancy proposal within the regulations and to allow for eventualities that may not be known at the time.

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

740 APPLICATION FOR FLEXIBLE RETIREMENT OF J, RESOURCE MANAGEMENT AND SAFEGUARDING SERVICE WITHIN SOCIAL SERVICES (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine the proposal for flexible retirement in respect of J within the Social Services Directorate.

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 J be agreed in accordance 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 flexible retirement of J for 2 years be agreed, providing no other circumstances arose in the interim whereby the employment was to 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 the 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 Residential Services.

741 APPLICATION FOR FLEXIBLE RETIREMENT OF M, RESOURCE MANAGEMENT AND SAFEGUARDING SERVICE WITHIN SOCIAL SERVICES (DSS) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to consider and determine the proposal for flexible retirement in respect of M within the Social Services Directorate.

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 M be agreed in accordance 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 flexible retirement of M for 2 years be agreed, providing no other circumstances arose in the interim whereby the employment was to 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 the 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 Residential Services.