

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Hybrid meeting held on 25th June 2026.

The meeting papers are available [here](#).

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

To view the presentation and subsequent discussion for any Part I agenda item, please click the hyperlink contained in its title below.

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

104 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”.

105 APOLOGY FOR ABSENCE –

This was received from Councillor E. Penn.

106 [DECLARATIONS OF INTEREST](#) –

No declarations of interest were received.

107 [MINUTES](#) –

RESOLVED – T H A T the minutes of the meeting held on 19th March 2026 be approved as a correct record.

108 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.

109 APPLICATION FOR EXTENSION OF FLEXIBLE RETIREMENT - B (DEH)
(EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to consider and determine extending the period of flexible retirement for an employee B a Principal Engineer within the Environment Team in Neighbourhood Services who has long-standing local government experience dating back to 1987.

Having regard to the contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

- (1) T H A T the extension of flexible retirement of B 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 use of the appropriate delegated powers be endorsed, to enable B to continue employment until 28th July 2027 with hours remaining at 22 per week (as previously agreed by the Committee on 20th June 2024) effective from 29th July 2026.
- (3) T H A T the retirement of B from employment with the Council takes place on or before 29th July 2027.

Reasons for decisions

- (1) To determine the flexible retirement application of B within the Regulations and to allow for any eventualities that may not be known at the time.
- (2-3) To achieve the necessary change to the employee's flexible retirement date, to assist service continuity and contribute to ongoing service provision within the Environment team as well as support improved succession planning. The continued reduced hours would also represent a continued saving to the department without significant detriment to the team.

110 APPLICATION FOR FLEXIBLE RETIREMENT – J (DLS) (EXEMPT
INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine a request to start early flexible retirement for J, Inclusion Officer within the Inclusion Service, Standards and Provision.

Having regard to the contents of the report and discussions at the meeting, it was subsequently

RESOLVED –

- (1) T H A T J's request for flexible retirement be approved with effect from 1st August 2026.
- (2) 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.
- (3) T H A T the flexible retirement of J be agreed with an end date of 31st July 2028, providing no other circumstances arose in the interim whereby the employment was to be terminated for a different reason.

Reasons for decisions

- (1) To support the employee's request for flexible retirement whilst also securing the employee's continued employment for a period of up to 24 months, during which time, the employee's skills and experience would continue to be an asset to the Learning and Skills Directorate. The period allowed for planned succession building and sharing of knowledge and skills.
- (2-3) To determine the flexible retirement application within the regulations and to allow for eventualities that may not be known at the time.