

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Hybrid meeting held on 23rd July 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 N.C. Thomas (Vice-Chair); Councillors J.E. Charles, A.M. Ernest, G. John and E. Penn.

199 [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.”

200 [APOLOGY FOR ABSENCE](#) –

This was received from Councillor P. Drake.

201 [DECLARATIONS OF INTEREST](#) –

No declarations of interest were received.

202 [MINUTES](#) –

RESOLVED – T H A T the minutes of the meeting held on 25th June 2026 be approved as a correct record.

203 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.

204 APPLICATION FOR FLEXIBLE RETIREMENT - D (LS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine a request for early flexible retirement for D, an 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 the request for flexible retirement for D be approved with effect from 1st August 2026.

(2) T H A T the flexible retirement of D be agreed with a proposed start date from 1st August 2026 and end date of 31st July 2028, subject to no other circumstances arising 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) To determine the flexible retirement application within the regulations and to allow for eventualities that may not be known at this time.

205 DETERMINATION OF REDUNDANCY - L (LS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine an application for redundancy in respect of employee L.

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

RESOLVED – T H A T the deletion of the SELFIE Co-ordinator Post (0.5 FTE, Grade 6 SCP18) be approved.

Reason for decision

The SELFIE questionnaire would cease in August 2026, and the SELFIE Co-ordinator post was wholly and exclusively linked to the delivery of the service for which there was no ongoing requirement for the role once the service ended.