

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Hybrid meeting held on 24th September 2026.

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

Due to technical difficulties there is no recording available.

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

250 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.”

251 APOLOGY FOR ABSENCE –

This was received from Councillor J.E. Charles.

252 DECLARATIONS OF INTEREST –

No declarations of interest were received.

253 [MINUTES](#) –

RESOLVED – T H A T the minutes of the meeting held on 23rd July 2026 be approved as a correct record.

254 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.

255 PROPOSED REDUNDANCY AND EARLY RELEASE OF PENSION BENEFITS - H (DCR) (EXEMPT INFORMATION – PARAGRAPH 14) –

Consideration was given to consider and determine a redundancy payment and access to early pension for H, following a review of the Strategic Advisory Group

structure.

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 and access to early pension be approved on or before 31st December 2026 on the basis of Scheme D of the Council's Early Retirement/Redundancy Scheme, subject to Resolution (2) and H complying with the avoiding redundancy procedure.

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

(3) T H A T, subject to approval from the Early Retirement / Redundancy Committee of Resolutions (1) and (2), the Director of Resources / Communications Manager be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of H to work their contracted notice period as deemed necessary following consultation with relevant Officers.

Reasons for decisions

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

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

(3) To ensure delegations were in place for the Director of Resources / Communications Manager to agree or not agree PILON or availability of H to work their contracted notice period as deemed necessary following consultation with relevant Officers.

256 DETERMINATION OF REDUNDANCY - B (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

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

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

RESOLVED –

(1) T H A T a discretionary redundancy payment be approved on or before 31st October 2026 on the basis of Scheme E of the Council's Early Retirement/

Redundancy Scheme, subject to Recommendation (2) and B complying with the avoiding redundancy procedure.

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

Reasons for decisions

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

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