

No.

## **EARLY RETIREMENT/REDUNDANCY COMMITTEE**

Minutes of a meeting held on 25<sup>th</sup> July, 2019.

Present: Councillor N.C. Thomas (Chairman); Councillor G. John (Vice-Chairman);  
Councillors V.J. Bailey, Mrs. P. Drake and K.F. McCaffer.

### 199 APOLOGIES FOR ABSENCE –

These were received from Councillors Mrs. J.E. Charles and R.A. Penrose.

### 200 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 4<sup>th</sup> April, 2019 be approved as a correct record.

### 201 DECLARATIONS OF INTEREST –

No declarations were received.

### 202 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 item of business on the grounds that it involves 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.

### 203 APPLICATION FOR FLEXIBLE RETIREMENT – M (MD) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 14) –

Consideration was given to an application for flexible retirement in respect of the above employee. The request was for a longer period than was usual, however, following a query regarding the potential service impact and sustainability implications for the department the employing Operational Manager advised of the financial and operational benefits that would accrue in approving the application and it was subsequently

RESOLVED –

(1) T H A T the flexible retirement of M. as detailed in the report be approved in accordance with the Council's policy, subject to no other circumstances arising in the interim whereby the employment would be terminated for a different reason.

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(2) T H A T the use of the appropriate delegated powers be endorsed to enable M. to reduce their contracted hours from 35 to 21 hours per week from 11<sup>th</sup> October, 2019.

(3) T H A T the retirement of M. from the employment of the Council to take place on or before 10<sup>th</sup> September, 2025 subject to Resolution (1) above be approved.

Reasons for decisions

(1) To determine the flexible retirement application within the regulations and allow for the eventualities that may not be known at this time.

(2&3) To achieve the necessary change to the employee's working hours, to provide appropriate support to assist the employee's transition to retirement and to contribute to the savings and continuity of the service.