

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 21st June, 2021.

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

Present: Councillor G. John (Vice-Chairman in the Chair); Councillors Mrs. J.E. Charles, Mrs. P. Drake and R.A. Penrose.

142 APOLOGIES FOR ABSENCE –

These were received from Councillors N.C. Thomas (Chairman); V.J. Bailey and K.F. McCaffer.

143 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 15th March, 2021 be approved as a correct record.

144 DECLARATIONS OF INTEREST –

Councillor Mrs. J.E. Charles declared a personal and prejudicial interest in respect of Agenda Item 5 – Determination of Redundancy PG, K and P. The nature of the interest was that Councillor Mrs. Charles was related to one of the staff members and did not take part in determining the package of redundancy.

145 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.

146 DETERMINATION OF REDUNDANCY FOR PG, K AND P (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to an application on the grounds of redundancy in respect of the above employees.

RESOLVED –

(1) T H A T a redundancy payment be approved effective three months from the date of Committee approval (or earlier if PILON agreed with P, K and PG) on the basis of Scheme D of the Council's Early Retirement/Redundancy scheme –

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termination on grounds of early retirement / redundancy for K and P and Scheme E – termination on grounds of redundancy for PG (subject to Resolution (2) and employees P, PG and K complying with the avoiding redundancy procedure).

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

Reasons for decisions

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

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