

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a remote meeting held on 20th June, 2024.

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

The Meeting recording is available [here](#).

Present: Councillor P. Drake (Chair); Councillor H.C. Hamilton (Vice-Chair);
Councillors J.E. Charles, G. John and N.C. Thomas.

157 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Democratic and Scrutiny Services Officer read the following statement: “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”.

158 APOLOGIES FOR ABSENCE –

These were received from Councillors A.M. Ernest and M.J.G. Morgan.

159 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 24th May, 2024 be approved as a correct record.

160 DECLARATIONS OF INTEREST –

No declarations were received.

161 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.

162 APPLICATION FOR FLEXIBLE RETIREMENT – B (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to the application for flexible retirement in respect of the above employee.

No.

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

RESOLVED –

(1) T H A T the flexible retirement of B be approved 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 approved, for B, to enable reduced contracted hours from 37 to 22 hours per week from the week commencing 29th July, 2024.

(3) T H A T the retirement of B be approved from employment with the Council taking place on or before 28th July, 2026.

Reasons for decisions

(1) To determine the flexible retirement application of B within the regulations and to allow for any eventualities which may not be known at this time.

(2-3) To achieve the necessary change to the employee's working hours, to assist service continuity and to provide appropriate support to trainee preparations.

163 DETERMINATION OF REDUNDANCY – H (DEH) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to determine an application for redundancy in respect of the above employee.

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

RESOLVED –

(1) T H A T the statutory redundancy payment be approved on or before 21st June, 2024, on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) below.

(2) T H A T should alternative employment be found for H, the notice period of 24th May, 2024 be extended to cover any trial period and Resolution (1) above to be revoked (together with any redundancy payment) if the trial period prove to be successful.

No.

Reasons for decisions

- (1) To support the Council in achieving financial efficiencies due to budgetary challenges faced by the three Local Authorities that the Shared Regulatory Services cover.
- (2) To maintain compliance with the Council's Human Resources Policies and that only appropriate payments be made.