

No.

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 23rd January, 2025.

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.

ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Chair 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”.

APOLOGIES FOR ABSENCE –

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

MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 19th December, 2024 be approved as a correct record.

DECLARATIONS OF INTEREST –

No declarations of interest were received.

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.

APPLICATION FOR FLEXIBLE RETIREMENT – W (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to determine an 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 – T H A T the flexible retirement for W be approved with effect from 1st February, 2025 or as soon as can be arranged thereafter.

Reason for decision

To approve 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 be an asset to the service. The period allows for planned succession building and sharing of considerable expertise and service specific knowledge and skills.

APPLICATION FOR FLEXIBLE RETIREMENT – V (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to determine an application for flexible retirement 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 flexible retirement of V be approved in accordance with the Council's Policy subject to no other circumstances arising in the interim whereby V's employment was to be terminated for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable V to reduce their contracted hours from 37 to 18.5 a week at the earliest opportunity.

Reasons for decisions

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

(2) To achieve the necessary change to the employee's working hours to support V's wellbeing and transition to full retirement in due course.

APPLICATION FOR FLEXIBLE RETIREMENT – P (DEH) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

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

No.

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

RESOLVED –

(1) T H A T the extension of flexible retirement for P be approved in accordance with the Council's Policy subject to no other circumstances arising in the interim whereby the employment conclude for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable P to reduce their contracted hours from 37 to 20 hours per week for a period of 12 months with a final end date of 31st December, 2025.

(3) T H A T the retirement of P from employment with the Council be reviewed by the Chief Officer at six monthly intervals in consultation with the Chief Officer for Human Resources.

Reasons for decisions

(1) To determine the application to extend the flexible retirement arrangements for P within the regulations and to allow for 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 transition, provide appropriate support to assist the employee's health and transition to retirement and provide opportunity to provide training to new members of staff interested in the post.