

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 18th July, 2025.

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

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

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

210 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”.

211 APOLOGY FOR ABSENCE –

This was received from Councillor J.E. Charles.

212 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 19th June, 2025 be approved as a correct record.

213 DECLARATIONS OF INTEREST –

No declarations of interest were received.

214 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.

215 APPLICATION TO EXTEND FLEXIBLE RETIREMENT DATE OF M (DP) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to an application to extend the 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 M be approved in accordance with the Council's policy subject to no other circumstances arising in the interim whereby the employment were to be terminated for a different reason.

(2) T H A T the continued flexible retirement of M be approved from 11th September, 2025 (21 hours per week), with final retirement of M at 30th June, 2026, providing no other circumstances arise in the interim whereby the employment were to be terminated for a different reason.

Reasons for decisions

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

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

216 DETERMINATION OF REDUNDANCY WITH EARLY RETIREMENT – G (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

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

Having considered the report, the Committee

RESOLVED –

(1) T H A T a statutory redundancy payment be approved for G on or before 31st October, 2025, on the basis of Scheme D of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and to G complying with the Avoiding Redundancy Procedure.

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

(3) T H A T the Head of Digital be granted delegated authority to agree or not agree PILON (Payment in Lieu of Notice) or availability of G to work their contracted notice period as deemed necessary following consultation with relevant officers.

Reasons for decisions

- (1) To ensure that G 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 Management of Change Policy and Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.
- (3) To ensure delegations were in place for the Head of Digital to agree or not agree PILON or availability of G to work their contracted notice period as deemed necessary following consultation with relevant officers.