

EARLY RETIREMENT / REDUNDANCY COMMITTEE

Minutes of a Remote meeting held on 27th November, 2025.

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

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

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

471 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the following statement was made: “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”.

472 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 23rd October, 2025 be approved as a correct record.

473 DECLARATIONS OF INTEREST –

No declarations of interest were received.

474 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.

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

Consideration was given to consider and determine the proposal for flexible retirement in respect of J within the Learning and Skills Directorate.

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 J be approved with effect from Monday, 27th April, 2026.
- (2) T H A T the flexible retirement of J be agreed 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.
- (3) T H A T the flexible retirement of J with an end date of April 2028, providing no other circumstances arose in the interim whereby the employment was to be terminated for a different reason, be agreed.

Reasons for decisions

- (1) To support 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 Learning and Skills Directorate. That period allowed for planned succession building and sharing of knowledge and skills.
- (2-3) To determine the flexible retirement application within the regulations and to allow for eventualities that may not be known at the time.

476 DETERMINATION OF REDUNDANCY – S (DLS) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to consider and determine an application for redundancy in respect of employee S.

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

RESOLVED –

- (1) T H A T a redundancy payment be approved from 31st March, 2026 as a result of the end of the temporary contract with the Council. A redundancy payment would be payable as S would have 14 years' service on termination of the contract.
- (2) T H A T should alternative employment be found for S, 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 Redeployment procedure.

477 REPORTS SUBMITTED TO EARLY RETIREMENT AND REDUNDANCY COMMITTEE SINCE APRIL 2025 (DCR) (EXEMPT INFORMATION – PARAGRAPHS 12, 13 AND 14) –

Consideration was given to the provision of an overview of the reports submitted to Early Retirement and Redundancy Committee since April 2025.

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

RESOLVED – T H A T the report and Appendix 1 be noted.

Reason for decision

To ensure Committee received an overview of all reports presented since April 2025.