

EARLY RETIREMENT / REDUNDANCY COMMITTEE

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

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

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

Present: Councillor P. Drake (Chair); Councillors G. John and N.C. Thomas.

529 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”.

530 APOLOGY FOR ABSENCE –

This was received from Councillor E. Penn.

531 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 27th November, 2025 be approved as a correct record.

532 DECLARATIONS OF INTEREST –

No declarations of interest were received.

533 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.

534 APPLICATION FOR FLEXIBLE RETIREMENT – VCRS REABLEMENT SUPPORT WORKER – A (DSS) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to consider and determine the proposal for flexible retirement in respect of A within the Social Services 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 A 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.

(2) T H A T the flexible retirement of A without a specified end date 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 determine the flexible retirement application within the regulations and to allow for eventualities that may not be known at the time.

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

535 APPLICATION FOR FLEXIBLE RETIREMENT – B (CX) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to consider and determine the proposal for flexible retirement in respect of B within the Environment and Housing 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 B be agreed in accordance with the Council's policy subject to no other circumstances arising in the interim whereby the employment concluded for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable B to reduce B's contracted hours from 37 to 22 hours per week from the week commencing 5th January, 2026.

(3) T H A T the retirement of B 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 flexible retirement application of B within the regulation and to allow for eventualities which may be known at the time.

(2-3) To achieve the necessary change to the employee's working hours, to assist service continuity, 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.

536 APPLICATION FOR FLEXIBLE RETIREMENT – C (CX) (EXEMPT INFORMATION – PARAGRAPHS 13 AND 14) –

Consideration was given to consider and determine the proposal for flexible retirement in respect of C within the Environment and Housing 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 C in accordance with the Council's policy be agreed subject to no other circumstances arising in the interim whereby the employment concluded for a different reason.

(2) T H A T the use of the appropriate delegated powers be endorsed to enable C to reduce C's contracted hours from 37 to 22 hours per week from the week commencing 5th January, 2026.

(3) T H A T the retirement of C 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 flexible retirement application of C within the regulations and to allow for eventualities which may be known at the time.

(2-3) To achieve the necessary change to the employee's working hours, to assist service continuity, 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.

537 DETERMINATION OF REDUNDANCY – A (DP) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to consider and determine the proposal for redundancy in respect of A within the Place Directorate.

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 on or before 31st March, 2026 on the basis of Scheme D, with access to pension of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and A complying with the avoiding redundancy procedure.

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

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

Reasons for decisions

(1) To ensure that A 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 Human Resource policies such as Avoiding Redundancy and Redeployment as appropriate.

(3) To ensure delegations were in place for the Head of Sustainable Development to agree or not agree PILON or availability of A to work their contracted notice period as deemed necessary following consultation with relevant officers.

538 DETERMINATION OF REDUNDANCY – W (DP) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 13) –

Consideration was given to consider and determine the proposal for redundancy in respect of W within the Place Directorate.

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 on or before 31st March, 2026 on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme, subject to Resolution (2) and W complying with the avoiding redundancy procedure.

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

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

Reasons for decisions

(1) To ensure that W received the appropriate redundancy remuneration on the basis of Scheme E of the Council's Early Retirement / Redundancy Scheme.

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

(3) To ensure delegations were in place for the Head of Sustainable Development to agree or not agree PILON or availability of W to work their contracted notice period as deemed necessary following consultation with relevant officers.