

**RETIREMENTS SUB-COMMITTEE**  
**Tuesday, 23th November, 2010**

Councillor M.A. Shepherd (Chairman)

|              |                |                 |
|--------------|----------------|-----------------|
| Councillors: | E.J. Collin    | P. Feeney (a)   |
|              | H. Maddock     | C.J. Powell     |
|              | C.N.F.W. Pratt | J.J. Spencer(a) |

Officers in attendance: J Brothwell,S Sale

**4 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Feeney and Spencer

**5 TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON 13 SEPTEMBER 2010**

RESOLVED:

That the minutes of the above meeting, having been circulated be approved as a correct record and signed by the Chairman.

**6 EXCLUSION OF THE PUBLIC AND PRESS**

The Panel having regard to the public interest

RESOLVED:

That the members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing reports on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

**7 EFFECTIVE DATE OF REDUNDANCY**

At the last meeting of the Sub-Committee, consideration was given to the early retirement and redundancy of SS – Head of Democratic and Community Services. Attached to the report detailing this proposal was the report previously submitted to Personnel and Resources Committee approving the restructuring of SMT. In that report the effective date of the restructuring in so far as it affected SS was 1<sup>st</sup> July 2011.

The report to the Sub-Committee proposed a termination of employment date of 31<sup>st</sup> May 2011.

## **8 CLOSURE OF CRECHE-REDUNDANCY DECISIONS**

The Resources Manager reported that redundancy and retirement decisions were required as a result of the decision taken to close the Council's crèche facilities.

Should payment of redundancy compensation be approved at the maximum permissible within the Council policy, the total payments would amount to £15,099.

In addition, by granting the release of pension payments, the Council's cost in respect to pension strain payments would be £15,173\*.

Any post-holders who were redeployed into permanent posts would not receive any payment, consequently the total costs might ultimately be less than currently stated.

The payments were in accordance with local policies and the proposal was supported by the Head of Leisure Services. Where possible, suitable alternative employment would be identified and accepted or agreement in principle to redundancy had been accepted.

RESOLVED to:-

1. Recognise the redundancy of those people shown in Appendix A who have not been placed into suitable alternative employment.
2. Make discretionary payments to the maximum prescribed within the Council's policy and which are shown at Appendix A, to a total of £7,549\*.
3. Approve the early retirement on grounds of Redundancy of those employees identified in "Decision 2" in the report.
4. Approve the release of pension for those employees identified in "Decision 2". This decision will result in a pension strain cost of £15,173\*.
5. Acknowledge the requests made by those employees eligible to receive pension that the discretionary element of the compensatory payments be used to purchase at no cost to the Council, additional membership of the Local Government Pension Scheme.

## **9 RETIREMENT ON GROUNDS OF EFFICIENCY**

Decision to Dismiss on Grounds of Efficiency of Service

J. L. has worked for Gedling Borough Council since 1978

Changes of ways of working in order to improve efficiencies would affect her areas of work in the future. The Head of Democratic and Community Services supported a proposal to dismiss on the grounds of a substantial business reason, this being "efficiency of the service" as defined within our policies.

RESOLVED:

1. Authorise the dismissal on the grounds of a substantial business reason, this being “efficiency of the service” as defined within our policies (Appendix A), recognising the last date of employment as 31<sup>st</sup> May 2011.
2. Approve the compensatory payment on the grounds of Efficiency of the Service .
3. To consider a review of the Early Retirement Policy.

## **10 LOCAL DISCRETIONS –TRANSFER INTO LGPS**

The Council has discretion to allow an employee to elect to transfer other employment pension benefits into the Local Government Pension Scheme after the 12-month “decision window” has elapsed.

It was not possible to identify the potential additional strain cost to the Council should Mrs H. be retired early. The request to allow transfer in of benefits came after more than three years of employment with the Council (and more than two years out of time)

A supporting letter from Mrs H was considered however the Sub Committee considered there to be no exceptional circumstances in this case.

RESOLVED:

That the application to allow the applicant to transfer other employment pension benefits into the Local Government Pension Scheme be refused.

The meeting closed at 5.15pm.