RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

VOLUNTARY EARLY RETIREMENT/REDUNDANCY PANEL

Minutes of the meeting held at the County Borough Council Offices, The Pavilions, Clydach Vale on Wednesday, 12 November 2014 at 1.00pm

PRESENT

County Borough Councillors

(Mrs) T. A. Bates (Substitute), M. Norris (Substitute), (Mrs) S. J. Jones, M. Weaver and (Mrs) M. Webber

Officers in Attendance

Mr R. Evans – Human Resource Manager

Trade Union Representative

Mr W. Bond – GMB Mr D. Smith – Unison

35. APOLOGIES

An apology of absence was received from County Borough Councillor G. Holmes and R. Lewis

36. <u>DECLARATION OF INTEREST</u>

There were no declarations of interest in matters pertaining to the agenda.

37. MINUTES

RESOLVED to approve as an accurate record the Minutes of the meeting of the Early Retirement/Redundancy Panel held on the 11th October 2014.

38. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED – that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 12 and 23 of Part 4 of Schedule 12A of the Act, namely information relating to a particular employee, former employee or applicant to become an employee of, or a particular office holder, former office holder or applicant to become an office holder under the authority and information relating to any consultations or negotiations or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holder under the Authority.

JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN 39. RESOURCES. GROUP DIRECTOR, **COMMUNITY** CHILDREN'S SERVICES, DIRECTOR OF EDUCATION & LIFELONG LEARNING AND **GROUP** DIRECTOR CORPORATE & **FRONTLINE SERVICES** RESPECT OF APPLICATIONS FOR VOLUNTARY EARLY RETIREMENT WITH REDUNDANCY AND VOLUNTARY REDUNDANCY

The Panel met to consider the joint report of the Chief Executive, Director of Human Resources, Group Director Community & Children's Services, Director of Education and Lifelong Learning, Group Director, and Group Director, Corporate & Frontline Services in respect of the following applications for voluntary early retirement with redundancy and voluntary redundancy.

Members expressed concern at the high number of applications received from Homecare within Community & Children's Services (as set out in 3.1 of the report) and enquired as to the impact this could have upon the service area. The Human Resources Manager and Union representatives were able to give assurances that the level of required service would still be maintained following discussions with the Service Director for Community & Children's Services. However, it was agreed that the concerns conveyed by Committee Members would be relayed to the relevant officers within the Service Area by the Human Resource Manager.

Following consideration of the report, it was **RESOLVED** – to approve the under-mentioned applications, as detailed in the report and as listed below:

	Initials	Date of Termination of Employment	Post	Service Area	Package
1.	JA	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
2.	BB	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
3.	CB	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
4.	GC	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
5.	MC	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
6.	EC	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
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7.	JC	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy

8.	PC	31 December 2014	Home Care Worker	Community & Children's	Voluntary Early Retirement with
				Services	Redundancy
9.	JC	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
10.	LD	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
11.	KD	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
12.	TSD	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
13.	TD	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
14.	SD	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
15.	JAE	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
16.	ΑE	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
17.	JDE	31 December 2014	Home Care Worker	Community &	Voluntary Early
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				Services	Redundancy
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				Children's	Retirement with
				Services	Redundancy
19.	MF	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
20.	SG	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
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				Services	Redundancy
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				Services	Redundancy
23.	BH	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
24.	KH	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
				Services	Redundancy
25.	DH	31 December 2014	Home Care Worker	Community &	Voluntary Early
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61. CR 31 December 2014 Home Care Worker Community & Voluntary Early						Retirement with
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60	00	24 December 2044	Harras Cara Warks	Services	Redundancy
62.	GS	31 December 2014	Home Care Worker	Community &	Voluntary Early
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63.	MES	31 December 2014	Home Care Worker	Community &	Voluntary Early
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64.	ES	31 December 2014	Home Care Worker	Community &	Voluntary Early
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				Services	Redundancy
65.	GKS	31 December 2014	Home Care Worker	Community &	Voluntary Early
				Children's	Retirement with
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66.	MS	31 December 2014	Home Care Worker	Community &	Voluntary Early
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67.	MS	31 December 2014	Home Care Worker	Community &	Voluntary Early
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68.	JT	31 December 2014	Home Care Worker	Community &	Voluntary Early
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69.	WT	31 December 2014	Home Care Worker	Community &	Voluntary Early
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70.	MLW	31 December 2014	Home Care Worker	Community &	Voluntary Early
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71.	MJW	31 December 2014	Home Care Worker	Community &	Voluntary Early
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				Services	
72.	MW	31 December 2014	Home Care Worker		Redundancy Voluntary Early
12.	IVIVV	31 December 2014	Home Care worker	Community & Children's	Retirement with
73.	CVA	31 December 2014	Home Care Worker	Services	Redundancy
73.	SW	31 December 2014	Home Care worker	Community &	Voluntary Early
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7.4	D 414/	04.5	11 0 11	Services	Redundancy
74.	DAW	31 December 2014	Home Care Worker	Community &	Voluntary Early
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75.	GW	31 December 2014	Home Care Worker	Community &	Voluntary Early
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76.	SW	31 December 2014	Home Care Worker	Community &	Voluntary Early
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77.	PB	31 December 2014	Home Care Worker	Community &	Voluntary
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78.	KB	31 December 2014	Home Care Worker	Community &	Voluntary
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79.	SB	31 December 2014	Home Care Worker	Community &	Voluntary
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80.	SD	31 December 2014	Home Care Worker	Community &	Voluntary
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81.	SD	31 December 2014	Home Care Worker	Community &	Voluntary
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82.	KE	31 December 2014	Home Care Worker	Community &	Voluntary
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83.	JF	31 December 2014	Home Care Worker	Community &	Voluntary
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84.	MJ	31 December 2014	Home Care Worker	Community &	Voluntary
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85.	JL	31 December 2014	Home Care Worker	Community &	Voluntary
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86.	JL	31 December 2014	Home Care Worker	Community &	Voluntary
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87.	TM	31 December 2014	Home Care Worker	Services	\/oluntory
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88.	JP	31 December 2014	Home Care Worker	Community &	Voluntary
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89.	AS	31 December 2014	Home Care Worker	Community &	Voluntary
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90.	JT	31 December 2014	Home Care Worker	Community &	Voluntary
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91.	CT	31 December 2014	Home Care Worker	Community &	Voluntary
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92.	TW	31 December 2014	Home Care Worker	Community &	Voluntary
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93.	Al	3 February 2015	Head of Direct	Community &	Voluntary Early
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94.	PL	31 December 2014	Head of Looked After	Community &	Voluntary Early
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95.	CD	3 February 2015	Head of Early Years & Family Support	Community & Children's	Voluntary Early Retirement with
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96.	ML	31 December 2014	Groundsman	Community &	Voluntary Early
55.	IVIL	01 2000111001 2014	Croundsman	Children's	Retirement with
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97.	NB	30 November 2014	Recreation – Level 3	Community &	Voluntary
				Children's	Redundancy
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				Services	
98.	AS	12 February 2015	Head of Benefits, Awards & Revenues	Corporate & Frontline	Voluntary Redundancy
99.	ВМ	12 February 2015	Head of Finance	Corporate & Frontline	Voluntary Redundancy
100.	AW	31 December 2014	Assistant Manager	Chief Executives	Voluntary Early Retirement with Redundancy
101.	WA	5 December 2014	General Kitchen Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
102.	PW	14 November 2014	Breakfast Club General Assistant	Education & Lifelong Learning	Voluntary Redundancy
103.	KL	31 December 2014	Information Project Coordinator	Education & Lifelong Learning	Voluntary Redundancy
104.	ME	31 December 2014	Principal Officer – Behaviour Support	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
105.	AB	31 December 2014	Head of Catering & School Facilities	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
106.	СМ	31 December 2014	Teaching Assistant- Level 3	Education & Lifelong Learning	Voluntary Redundancy
107.	DW	31 August 2014	Teaching Assistant- Level 4	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
108	JC	31 August 2014	Teaching Assistant – Level 4	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy

(Mrs) M. Webber Chairman

The meeting closed at 1.15pm