

**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, 22<sup>nd</sup> April 2015 at 2.00pm

**PRESENT**

**County Borough Councillors**

(Mrs) S. J. Jones, R. Lewis, M. Weaver and (Mrs) M. Webber

**Officers in Attendance**

Mr R. Evans – Human Resource Manager  
Mr T. Wilkins – Director, Human Resources

**Trade Union Representative**

Mr C. Jones – GMB  
Mr D. Smith – Unison  
Ms L. Davies - Unite

**60. DECLARATION OF INTEREST**

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

**61. MINUTES**

**RESOLVED** to approve as an accurate record the Minutes of the meeting of the Early Retirement/Redundancy Panel held on the 12<sup>th</sup> March 2015 subject to it being noted and as explained by the Human Resources Manager that there was an error in the report under Appendix 1, page 9 (Education & Lifelong Learning Division) relating to the name KP which should have read C-AH. The Human Resources Manager apologised for the error and assured Members of the Panel that all other details within the report relating to this applicant were correct.

**62. 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.

**63. JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES, GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES, DIRECTOR OF EDUCATION & LIFELONG LEARNING AND GROUP DIRECTOR CORPORATE & FRONTLINE SERVICES IN 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.

The Human Resources Manager reported on the applications for voluntary early retirement with redundancy and voluntary redundancy from Appendix 1 through to Appendix 12. Information was provided in relation to each application with the assurance that careful consideration had been provided in consultation with the Trade Unions. The Director, Human Resources reported on the applications found at Appendix 13 of the report. The Panel was informed that as a result of a service review within Human Resources a number of expressions of interest had been received from employees and following discussions four applications were before the panel for consideration.

The Human Resources Manager confirmed that letters of thanks and acknowledgement of service are sent to all employees who leave as a result of applications for Voluntary Early Retirement with Redundancy and Voluntary Redundancy.

The Panel wished to express its thanks to all employees in particular those from the Human Resources Division with whom they had worked closely for a number of years. The Trade Unions wished to echo those sentiments in wishing the staff well for the future and to acknowledge the good working relationships that they had maintained for some time.

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

	<b>Initials</b>	<b>Date of Termination of Employment</b>	<b>Post</b>	<b>Service Area</b>	<b>Package</b>
1.	LG	30 April 2015	Supervisory Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
2.	WC	30 April 2015	Supervisory Assistant	Education & Lifelong Learning	Voluntary Early Retirement with

					Redundancy
3.	PB	30 April 2015	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
4.	LS	30 April 2015	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
5.	KC	30 April 2015	Caretaker	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
6.	JK	31 March 2015	Temporary IT Manager	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
7.	SP	30 April 2015	Temporary Special Needs	Education & Lifelong Learning	Voluntary Redundancy
8.	NK	18 June 2015	Behaviour Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
9.	ME	22 May 2015	Behaviour Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
10.	AM	19 June 2015	Behaviour Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
11.	HJ	12 April 2015	Lead Tutor	Education & Lifelong Learning	Voluntary Redundancy
12.	GS	30 June 2015	Accounting Technician	Corporate & Frontline	Voluntary Early Retirement with Redundancy
13.	JP	30 June 2015	Senior Finance Assistant	Corporate & Frontline	Voluntary Redundancy
14.	DH	31 May 2015	Finance Officer	Corporate & Frontline	Voluntary Redundancy
15.	GM	30 June 2015	Senior Accountancy Officer	Corporate & Frontline	Voluntary Redundancy
16.	MW	5 June 2015	Receptionist	Community & Children's Services	Voluntary Early Retirement with Redundancy
17.	LW	30 April 2015	Bereavement Services Officer	Community & Children's Services	Voluntary Early Retirement with Redundancy
18.	DJ	13 July 2015	Head of Community Protection	Community & Children's Services	Voluntary Early Retirement with Redundancy
19.	AJ	8 June 2015	Summer Attendant/Winter Facilities Operative	Community & Children's Services	Voluntary Redundancy
20.	JC	30 April 2015	Facilities Operative	Community & Children's Services	Voluntary Redundancy
21.	AW	31 March 2015	Facilities Operative	Community & Children's Services	Voluntary Redundancy
22.	CE	3 May 2015	Town Centre Regeneration Co-Ordinator	Chief Executives	Voluntary Redundancy
23.	AD	3 May 2015	Principal Projects Officer	Chief Executives	Voluntary Redundancy

24.	RW	30 June 2015	Head of Employment Services	Chief Executives	Voluntary Early Retirement with Redundancy
25.	AC	30 June 2015	Human Resources Manager	Chief Executives	Voluntary Early Retirement with Redundancy
26.	DJ	30 June 2015	Team Manager	Chief Executives	Voluntary Early Retirement with Redundancy
27.	MG	30 June 2015	Clerical Assistant	Chief Executives	Voluntary Early Retirement with Redundancy

**(Mrs) M. Webber  
Chairman**

The meeting closed at 2.15pm