



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 25th June, 2015.

Agenda Item 11

SUBJECT:

Review of the Council's Voluntary Early Retirement and Voluntary Redundancy Scheme.

**Cabinet Members Present
County Borough Councillors:**

A.Morgan (Chairman), R.Bevan, A.Crimmings, M.Forey, E. Hanagan, K. Montague, J Rosser and M.Webber

**Apology for Absence
County Borough Councillor:
G Hopkins**

**Other Councillors in Attendance:
P Griffiths & R Smith**

1. DECISION MADE:

Agreed –

- To retain the existing Council Discretionary Scheme at 50 weeks but apply a cap to the weekly wage currently used in the calculations, to reflect the statutory weekly wage used for redundancy calculations (currently £475 per week.)
- That the revised policy takes effect from the 1st April, 2016 and that the Director of Human Resources publishes a statement of the amended policy.

N.B The Chairman advised the Committee that during the discussions taken forward with the Trade Unions on the report, the Trade Unions had advocated that they did not want to see any changes taken forward with the scheme.

2. REASON FOR THE DECISION BEING MADE:

- To provide Cabinet with the potential reduced costs associated with the scheme, in light of the continued austerity measures and ongoing budgetary gap faced by the council.

3. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

- Cabinet Report – 16th December, 2014.
- Discussions with Trade Union Representatives – 23rd June, 2015.

4. PERSONAL INTERESTS DECLARED:

- None

5. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):

N/A

6. (a) IS THE DECISION URGENT AND NOT TO BE THE SUBJECT OF ANY CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

YES NO ✓

Note: This decision will not come into force and may not be implemented until the expiry of 5 clear working days after its publication i.e. **3rd July 2015** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules

6. (b) IF YES, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE

DECISION IS URGENT:

N/A

6. (c) SIGNATURE OF MAYOR OR DEPUTY MAYOR OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:

N/A

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(Mayor)

.....
(Dated)



.....
(Proper Officer)

25.06.15
(Dated)