

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 Thursday, 14th May 2015 at 2.00pm

PRESENT

County Borough Councillors

(Mrs) T. A. Bates (Substitute Member), (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
Ms L. Davies – Unite

64. APOLOGY

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

65. DECLARATION OF INTEREST

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

65. MINUTES

RESOLVED to approve as an accurate record the Minutes of the meeting of the Early Retirement/Redundancy Panel held on the 22nd April 2015.

66. 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.

67. JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES, GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES 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 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 Highways and Streetcare and Financial Services within the Corporate & Frontline Services Division (as set out in 3.1 and 3.4 of the report) and queried the impact this could have upon the individual service areas. The Human Resources Manager and the Union representatives were able to give assurances that the applications were as a result of a review process and subsequent Expressions of Interest exercises and where appropriate redeployment had been sought. Members were given confirmation that services, including those frontline services, would still be maintained.

The Human Resources Manager reported orally that the application relating to PB, (Appendix 5 –Corporate & Frontline Services) should read 'Voluntary Redundancy' and not 'Voluntary Early Retirement/Redundancy' as set out in the report. He also reported that the application relating to CW (Appendix 8 - Community & Children's Services) required Members' formal authorisation of the cost for the release of pension having previously approved the redundancy payments at its meeting held on the 12th March 2015.

The Panel wished to express its gratitude to all employees in particular the applicant from Human Resources Division with whom they had worked closely for a number of years.

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.	MP	31 May 2015	Administrative and Fleet Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
2.	LD	22 July 2015	Technical Support Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
3.	MG	31 July 2015	Technician	Corporate &	Voluntary Early

				Frontline Services	Retirement with Redundancy
4.	LM	31 May 2015	Environmental Support Assistant	Corporate & Frontline Services	Voluntary Redundancy
5.	RJ	31 July 2015	Streetcare Team Leader	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
6.	AW	31 July 2015	Streetcare Team Leader	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
7.	PL	31 July 2015	Streetcare HGV Driver	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
8.	LE	31 July 2015	Streetcare Operative	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
9.	KM	31 July 2015	Streetcare Operative	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
10.	CS	31 July 2015	Streetcare Operative	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
11.	AH	30 June 2015	Building Surveyor	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
12.	SB	30 June 2015	Senior Finance Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
13.	SM	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
14.	SM	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
15.	SP	30 June 2015	Senior Finance Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
16.	JP	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
17.	LT	30 June 2015	Part Time Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
18.	EJ	14 July 2015	Senior Team Leader	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
19.	GP	30 June 2015	Finance Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
20.	PB	30 June 2015	Finance Assistant	Corporate & Frontline Services	Voluntary Redundancy
21.	KH	30 June 2015	Finance Officer	Corporate &	Voluntary Early

				Frontline Services	Retirement with Redundancy
22.	SS	30 June 2015	Finance Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
23.	JM	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
24.	ID	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
25.	PW	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
26.	LM	30 June 2015	Senior Finance Assistant	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
27.	MG	30 September 2015	Senior Finance Officer	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
28.	MB	30 June 2015	Team Manager	Corporate & Frontline Services	Voluntary Early Retirement with Redundancy
29.	MS	31 August 2015	Trainer	Chief Executives	Voluntary Early Retirement with Redundancy
30.	JK	31 July 2015	Clerk/Typist	Community & Children's	Voluntary Redundancy
31.	CW	31 May 2015	Head of Commissioning Head of Service – Level 2	Community & Children's	Voluntary Early Retirement with Redundancy

Following the formal business the Chair and Vice Chair wished to place on record their thanks to officers and Panel Members for their work and attendance at the numerous Voluntary Early Retirement/Redundancy meetings which have been held during the last Municipal Year.

**(Mrs) M. Webber
Chairman**

The meeting closed at 2.15pm