

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
VOLUNTARY EARLY RETIREMENT/REDUNDANCY PANEL

Minutes of the meeting held at the County Borough Council Offices, The Pavilions, Cambrian Park, Clydach Vale on Monday, 16th November 2015 at 2.00pm.

PRESENT

County Borough Councillors

(Mrs) M. E. Davies, (Mrs) S. J. Jones, M. Weaver, M. Webber and G. Smith
(Substitute Member)

Officer in Attendance

Mr. R. Evans – Head of Human Resources

Trade Union Representatives

Ms. L. Davies – Unite
Mr P. Crews – Unison
Mr D. Bond - GMB

26. DECLARATION OF INTERESTS

In accordance with the Members' Code of Conduct the following personal declarations of interest were made at the meeting:-

1. County Borough Councillor M. Webber in relation to Agenda Item 4 Paragraph 6.2, Appendix 11 (Corporate & Frontline) – "Cabinet Member – Procurement"
2. County Borough Councillor M Weaver in relation to Agenda Item 4, Paragraph 3.1, Appendix 1 (Adult Services – Homecare) – "I am on the same 'Board of Governors' as this person."
3. County Borough Councillor S. J. Jones in relation to Agenda Item 4, Paragraph 3.1, Appendices 1 & 2 (Adult Services – Homecare) – "I am a Trustee/Director Crossroads Cwm Taf Care (Core funded by RCT)."

27. MINUTES

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

28. 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.

29. JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES, GROUP DIRECTOR, CORPORATE & FRONTLINE SERVICES, GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES AND DIRECTOR OF EDUCATION & LIFELONG LEARNING 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, Corporate & Frontline Services, Group Director, Community & Children's Services and Director of Education & Lifelong Learning in respect of the following applications for voluntary early retirement with redundancy and voluntary redundancy.

A member of the panel raised a query in relation to the high numbers of Home Care Worker applications for voluntary early retirement with redundancy and voluntary redundancy within Community & Children's Services. Members of the panel queried the impact this could potentially have on the service and on residents of Rhondda Cynon Taf. The Head of Human Resources assured members that the applications presented for the Panel's consideration are all voluntary applications as a result of expressions of interest. The Officer added that the level of required service would continue to be maintained, a view endorsed by all the Trade Union representatives present at the meeting.

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

	Initials	Date of Termination of Employment	Post	Service Area	Package
1.	SB	19 November 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with Redundancy
2.	MDJC	20 December 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with Redundancy
3.	JD	20 December 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with Redundancy
4.	KP	20 December 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with

					Redundancy
5.	PR	20 December 2015	Home Care Supervisor/Risk Assessor	Community & Children's	Voluntary Early Retirement with Redundancy
6.	KS	20 November 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with Redundancy
7.	AV	20 December 2015	Home Care Worker	Community & Children's	Voluntary Early Retirement with Redundancy
8.	GJB	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
9.	JK-D	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
10.	SD	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
11.	AD-B	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
12.	SCG	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
13.	CJ	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
14.	ELW	20 December 2015	Home Care Worker	Community & Children's	Voluntary Redundancy
15.	DSE	18 December 2015	Residential Service Manager	Community & Children's	Voluntary Redundancy
16.	LS	29 February 2016	Secretary	Community & Children's	Voluntary Early Retirement with Redundancy
17.	KS	29 January 2016	Senior Environmental Health Officer	Community & Children's	Voluntary Early Retirement with Redundancy
18.	LP	29 February 2016	Superintendent Registrar	Community & Children's	Voluntary Early Retirement with Redundancy
19.	DME	31 March 2016	Strategic Partnership Commissioning Manager	Community & Children's	Voluntary Early Retirement with Redundancy
20.	CW	31 December 2015	Service User Involvement Worker	Community & Children's	Voluntary Redundancy
21.	SR	31 August 2015	Supervisory Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
22.	JAS	15 December 2015	Outreach Heritage Officer	Chief Executive's	Voluntary Redundancy
23.	PE	30 November 2015	Junior Technician, Claims Officer	Chief Executive's	Voluntary Redundancy
24.	IF	30 November 2015	Customer Care	Corporate and	Voluntary

			Systems	Frontline Services	Redundancy
25.	SD	31 March 2016	Head of Corporate Asset Management	Corporate and Frontline Services	Voluntary Early Retirement with Redundancy

Prior to consideration of the application as set out at Appendix 11 of the report for Voluntary Early Retirement with Redundancy, the Head of HR addressed members of the panel to explain the background to the statutory guidance issued by Welsh Government under Section 40 of the Localism Act 2011 which recommends that full Council approve this application.

The Head of HR therefore requested that members of the panel consider that this application for Voluntary Early Retirement with Redundancy is recommended to full Council for approval.

Following consideration of the matter members of the panel **RESOLVED** that the application set out at Appendix 11 of the report (VH of the Corporate and Frontline Services Division) is recommended to full Council for approval. The Panel also requested that the long and valuable service of the employee in question to the Council be formally recorded as part of the minutes.

(Mrs)M. E Davies
Chairman

The meeting closed at 2.25pm