

**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 14<sup>th</sup> March, 2016 at 10.00 a.m.

**PRESENT:**

(Mrs.) M.E.Davies – in the Chair

**County Borough Councillors**

W.J.David, (Mrs.) S.J.Jones, (Mrs.) M.Webber and M.Weaver

**Officers in Attendance**

Mr.R.Evans – Head of Human Resources

Mr.A.S.Wilkins – Head of Legal - Corporate & Democratic Services

**Trade Union Representatives**

Mr.D.Smith – UNISON

Mr.W.Bond – GMB

Ms.L.Davies - UNITE

**43 DECLARATION OF INTERESTS**

In accordance with the Members Code of Conduct the following declarations of personal interest in matters pertaining to the Agenda were declared:-

1. County Borough Councillor (Mrs) M. Webber in relation to Agenda Item 4.1, Appendix 7 (ZM of the Legal & Democratic Services Department) and Agenda Item 4.2, Appendix 8 (HA of the Human Resources Department) – ‘I have a working relationship with these individuals in my role as an Elected Member and also in relation to HA of the Human Resources Department in my capacity a school governor’;

2. County Borough Councillor M. Weaver in relation to Agenda item 3.1, Appendix 2 (TP of the Community and Children’s Services Division) – ‘I have a close personal relationship with this person’; and

3. County Borough Councillor (Mrs) S. Jones in relation to Agenda Item 4.1, Appendix 7 (ZM of the Legal & Democratic Services Department) and Agenda Item 4.2, Appendix 8 (HA of the Human Resources Department) – ‘I have a business relationship with these individuals in my role as an Elected Member’.

**44 MINUTES**

**RESOLVED** – to approve as an accurate record the minutes of the meeting of the Voluntary Early Retirement/Redundancy Panel held on the 16<sup>th</sup> February, 2016.

**45 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 items of business on the grounds that they involve 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 office holder under the authority and information relating to any consultations 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 RESOURCES AND GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES**

**46 APPLICATIONS FOR VOLUNTARY EARLY RETIREMENT WITH REDUNDANCY AND VOLUNTARY REDUNDANCY**

Following consideration of the joint report of the Chief Executive, Director of Human Resources and the Group Director, Community & Children's Services, it was **RESOLVED** – to approve the under-mentioned applications, as detailed in the report:-

	<b>Initials</b>	<b>Date of Termination of Employment</b>	<b>Post</b>	<b>Service Area</b>	<b>Package</b>
1	PME	31 March, 2016	Housing Solutions Officer	Community & Children's Services	Voluntary Early Retirement with Redundancy
2	PM	15 May, 2016	Cemetery Operative	Community & Children's Services	Voluntary Early Retirement with Redundancy
3	KH	17 May, 2016	Lead Delivery Worker (Learning)	Community & Children's Services	Voluntary Redundancy
4	CR	11 May, 2016	Youth Worker	Community & Children's Services	Voluntary Redundancy
5	GS	11 May, 2016	Youth Worker	Community & Children's Services	Voluntary Redundancy
6	TP	23 May, 2016	Cluster Manager	Community & Children's Services	Voluntary Redundancy

7	JG	13 April, 2016	Parks Booking Clerk	Community & Children's Services	Voluntary Redundancy
8	AHG	7 June, 2016	Social Worker	Community & Children's Services	Voluntary Early Retirement Redundancy
9	MJ	31 March, 2016	C&YP Voluntary Sector Development Officer	Community & Children's Services	Voluntary Redundancy
10	WM	7 June, 2016	Social Worker	Community & Children's Services	Voluntary Redundancy
11	SP	31 March, 2016	Occupational Therapist	Community & Children's Services	Voluntary Early Retirement with Redundancy
12	KC	30 April, 2016	Deputy Manger	Community & Children's Services	Voluntary Early Retirement with Redundancy
13	PR	31 March, 2016	Development Co-Ordinator	Community & Children's Services	Voluntary Redundancy
14	KB	31 March, 2016	Home Care Support Assistant	Community & Children's Services	Voluntary Redundancy
15	ME	6 June, 2016	Office Manager – Coroner Service	Chief Executive's	Voluntary Early Retirement with Redundancy
16	ZM	7 October, 2016	Principal Officer – Committee Services	Chief Executive's	Voluntary Early Retirement with Redundancy
<b>Note:</b> In response to a query raised by a Member, the Head of Legal - Corporate & Democratic Services assured the Panel that plans had been put in place to ensure sufficient resources remain within the Department so that the post could be made redundant. Members wished to place on record their thanks to ZM for the support that she had provided to elected Members and Officers over the years.					
17	HA	31 May, 2016	Senior Human Resources Officer	Chief Executive's	Voluntary Redundancy

Prior to consideration of the two applications set out at Appendix 9 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 these applications.

The Head of HR therefore requested that members of the Panel consider whether these applications for Voluntary Early Retirement with Redundancy are recommended to full Council for approval.

Following consideration of the matter members of the Panel **RESOLVED** that the applications set out at Appendix 9 of the report (namely SD of the Chief Executives Division and AG of the Corporate and Frontline Services Division) be recommended to full Council for approval.

**(MRS.)M.E.DAVIES  
CHAIR**

**The meeting closed at 10.15 a.m.**