

**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 Thursday, 16<sup>th</sup> March 2017 at 2.00pm.

**PRESENT:**

**County Borough Councillor (Mrs) M.E. Davies – in the Chair**

**County Borough Councillors**

D.R. Bevan (substitute), W. J. David, (Mrs) S. J. Jones and M. Weaver

**Officers in Attendance**

Mr R. Evans – Head of Human Resources

**Trade Union Representatives**

Ms. L. Davies – UNITE

Mr. C. Jones – GMB

Mr P. Crews - Unison

**31 APOLOGY**

An apology for absence was received from County Borough Councillor M. Webber.

**32 DECLARATION OF INTEREST**

**RESOLVED** - In accordance with the Code of Conduct, there were no personal declarations of interests made, pertaining to the agenda.

**33 MINUTES**

**RESOLVED** to approve as an accurate record the minutes of the meeting of the Voluntary Early Retirement/Redundancy Panel held on the 30<sup>th</sup> January 2017.

**34 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, GROUP DIRECTOR COMMUNITY & CHILDREN'S SERVICES AND DIRECTOR OF EDUCATION & LIFELONG LEARNING CONTAINING EXEMPT INFORMATION**

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

The Panel considered the joint report of the Chief Executive, Director of Human Resources, Group Director Community & Children's Services and the Director of Education and Lifelong Learning in respect of the applications for voluntary early retirement with redundancy and voluntary redundancy.

Further to a query as to whether all employees with 20 or more years' service should receive recognition of their service in the form of a letter from the Local Authority, the Head of Human Resources in conjunction with the Trade Unions confirmed that this is current practice for all employees who leave as a result of applications for Voluntary Early Retirement with Redundancy and Voluntary Redundancy (Minute No. 30. VER Panel 30<sup>th</sup> January 2017 refers). Furthermore, it was reported that in addition, letters of thanks are written from the Managers from within the individual Service Areas.

Following consideration of the report together with an explanation of the terminology in respect of 'Bump Redundancy', 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 | LJ              | 19 May 2017                              | Community Care Worker | Community & Children's Services | Voluntary Early Retirement with Redundancy |
| 2 | VC              | 19 May 2017                              | Community Care Worker | Community & Children's Services | Voluntary Early Retirement with Redundancy |
| 3 | CP              | 5 May 2017                               | Care Worker           | Community & Children's Services | Voluntary Early Retirement with Redundancy |
| 4 | GW              | 5 May 2017                               | Care Worker           | Community & Children's Services | Voluntary Early Retirement with Redundancy |
| 5 | AW              | 5 May 2017                               | Care Worker           | Community & Children's Services | Voluntary Early Retirement with Redundancy |

|    |      |               |                                      |                                 |                                      |                       |
|----|------|---------------|--------------------------------------|---------------------------------|--------------------------------------|-----------------------|
| 6  | DG   | 5 May 2017    | Care Worker                          | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 7  | OT   | 19 May 2017   | Independent Living Support           | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 8  | AW   | 5 May 2017    | Care Worker                          | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 9  | DE   | 2 June 2017   | Domestic Assistant                   | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 10 | LV   | 5 May 2017    | Care Worker                          | Community & Children's Services | Voluntary Redundancy                 |                       |
| 11 | BG   | 5 May 2017    | Care Worker                          | Community & Children's Services | Voluntary Redundancy                 |                       |
| 12 | LR   | 20 May 2017   | Consultant Social Worker             | Community & Children's Services | Voluntary Redundancy                 |                       |
| 13 | JE   | 31 March 2017 | Dewis Coordinator for Cwm Taf Region | Community & Children's Services | Voluntary Redundancy                 |                       |
| 14 | LD   | 19 May 2017   | Independent Living Support Worker    | Community & Children's Services | Voluntary Redundancy                 |                       |
| 15 | JP   | 28 March 2017 | Training Centre Manager              | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 16 | MAP  | 31 March 2017 | Parenting Coordinator                | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 17 | GME  | 31 March 2017 | Childminding Network Coordinator     | Community & Children's Services | Voluntary Retirement with Redundancy | Early with Redundancy |
| 18 | NJ   | 31 March 2017 | Administrative Assistant             | Community & Children's Services | Voluntary Redundancy                 |                       |
| 19 | SCM  | 31 March 2017 | Administrative Assistant             | Community & Children's Services | Voluntary Redundancy                 |                       |
| 20 | SW   | 31 March 2017 | Toy Library Assistant                | Community & Children's Services | Voluntary Redundancy                 |                       |
| 21 | AB   | 31 March 2017 | Office Manager                       | Community & Children's Services | Voluntary Redundancy                 |                       |
| 22 | CE-L | 31 March 2017 | Toy Library                          | Community &                     | Voluntary                            |                       |

|    |     |               |                          |                                 |                                      |
|----|-----|---------------|--------------------------|---------------------------------|--------------------------------------|
|    |     |               | Assistant                | Children's Services             | Redundancy                           |
| 23 | ST  | 31 March 2017 | Complaints Officer       | Community & Children's Services | Voluntary Redundancy                 |
| 24 | SB  | 31 March 2017 | Library Assistant        | Education & Lifelong Learning   | Voluntary Retirement with Redundancy |
| 25 | JMS | 31 March 2017 | Temporary Learning Coach | Education & Lifelong Learning   | Voluntary Retirement with Redundancy |

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

**The meeting closed at 2.15 p.m.**