

**Finance, Housing and Resources Committee
Early Retirement Sub-Committee**

Minutes of Meeting of the Early Retirement Sub-Committee held at Council Headquarters, Inverness on Thursday 25 April, 2013 at 2.00 p.m.

PRESENT

Mr D Fallows
Miss J Campbell

Mr A Mackinnon
Mrs L MacDonald

Officials in attendance

Ms F Palin, Head of Social Care, Health and Social Care Service
Mrs E Kirkham, Workforce, Planning and Staffing Manager, Education, Culture & Sport Service
Ms B Johnstone, HR Business Partner, Chief Executive's Service
Mr C MacCallum, Payroll & Pension Manager, Finance Service
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mr D Fallows in the Chair

1. Apologies for Absence

Apologies for absence were intimated on behalf of Dr D Alston and Mr A Christie.

2. Declarations of Interest

The Sub-Committee **NOTED** that there were no declarations of interest expressed.

3. Exclusion of the Public

The Sub-Committee **RESOLVED** that under Section 50A(4) of the Local Government (Scotland) Act 1973 the public be excluded from the meeting on the grounds that the matter for discussion involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A of the Act.

4. Applications for Early Retirement/Voluntary Severance/Flexible Retirement

There had been circulated to Members only:-

- i. Copies of Early Retirement/Voluntary Severance/Flexible Retirement applications from the Health and Social Care Service and Education, Culture and Sport Service;
- ii. a copy of the Early Retirement/Voluntary Severance Scheme; and
- iii. an explanatory note of the calculations involved in determining the financial implications of applications for early retirement/voluntary severance.

Members were informed that one application – Pension Scheme reference

73/1469 - had been withdrawn.

Following consideration, the Sub-Committee **AGREED** that the undernoted applications be granted Early Retirement/Voluntary Severance/Flexible Retirement on the following grounds:-

Criteria 2(i) as an alternative to redundancy of an individual; 2(ii) to avoid redundancy of another employee; 2 (iii) to assist in service restructuring; 2(iv) to effect financial savings; 2(v) other justifiable circumstances which would be in the interests of the service; and 3 to meet the wishes of the employee provided at least one of the criteria is satisfied. Compensation was awarded in accordance with the provisions of the Scheme, where appropriate.

| <u>Pension Scheme Reference No.</u> | <u>Leaving Date</u> | <u>Criteria</u> |
|-------------------------------------|---------------------|---|
| A015502627 | 01/05/2013 | Flexible Retirement |
| A014804106 | 30/04/2013 | Categories 2 (i), 2 (iii) and 2 (iv) of the Council's Early Retirement/Voluntary Severance Scheme. |
| A40641023 | 30/04/2013 | Categories 2 (i), 2 (iii) and 2 (iv) of the Council's Early Retirement/Voluntary Severance Scheme. |
| 91/2364 | 18/08/13 | Categories 2 (ii), 2 (iv), 2(v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 75/3141 | 18/08/13 | Categories 2 (iii), 2 (iv), 2(v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 76/2607 | 18/08/13 | Categories 2 (i), 2 (iii), 2(iv), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 77/3687 | 18/08/13 | Categories 2 (ii), 2 (iv), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 73/3037 | 18/08/13 | Categories 2 (iii), 2 (iv), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |

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| 79/2256 | 18/08/13 | Categories 2 (ii), 2 (iv), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 733208 | 18/08/13 | Categories 2 (iii), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |
| 86/1107 | 18/08/13 | Categories 2 (ii), 2 (iv), 2 (v) and 3 of the Council's Early Retirement/Voluntary Severance Scheme. |

The meeting ended at 2.20 p.m.