

Finance, Housing and Resources Committee

Early Retirement Sub-Committee

Minutes of Meeting of the Early Retirement Sub-Committee held at Council Headquarters, Inverness on Wednesday 26 February, 2014 at 4.15 p.m.

PRESENT

Mr D Fallows
Dr D Alston
Miss J Campbell

Mr A Mackinnon
Mr G MacKenzie
Mrs E McAllister

Officials in attendance

Mr D Yule, Director of Finance
Ms E Barrie, Human Resources Manager, Chief Executive's Service
Mr C MacCallum, Payroll & Pension Manager, Finance Service
Mrs E Kirkham, Workforce, Planning and Staffing Manager, Education, Culture & Sport 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 Mr N Donald, Mr A Christie and Mr G Phillips.

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

There had been circulated to Members only:-

- i. Early Retirement applications from Transport, Environmental and Community Services, Education, Culture and Sport Service, and Finance 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.

Following consideration, the Sub-Committee **AGREED** that the undernoted applications be granted Early Retirement on the following grounds: Criteria 1, on the grounds of redundancy, Criteria 2(i) as an alternative to redundancy of an individual; Criteria 2(ii) to avoid redundancy of another employee; Criteria 2(iii) to assist in service restructuring; Criteria 2(iv) to effect financial savings; Criteria 3 to meet the wishes of the employee provided at least one other criteria is satisfied.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
A014800069	13/04/2014	Categories 1 and 3 of the Council's Early Retirement/Voluntary Severance Scheme.
A40610546	06/04/2014	Category 1 of the Council's Early Retirement/Voluntary Severance Scheme.
81/3080	17/08/14	Categories 2(iv) and 3 of the Council's Early Retirement/Voluntary Severance Scheme.
A055703905	28/02/14	Flexible Retirement on the basis of a reduction in contractual hours of 40%
32011748 (Employee Ref No.)	13/09/14	Categories 1 and 2(i), 2(ii), 2(iii) and 2(iv) of the Council's Early Retirement/Voluntary Severance Scheme.

The meeting ended at 4.25 p.m.