

Resources Committee
Early Retirement Sub-Committee

Minutes of Meeting of the Early Retirement Sub-Committee held at Council Headquarters, Inverness on Thursday 28 May, 2015 at 1.30 pm.

PRESENT

Dr D Alston
Miss J Campbell
Mrs H Carmichael

Mr A Mackinnon
Mrs G Ross (by telephone conference)

Officials in attendance

Mr D Robertson, Head of Corporate Finance, Finance Service
Ms E Barrie, HR Manager, Corporate Development Service
Ms A MacPherson, Acting Workforce Staffing & Planning Manager, Care & Learning Service
Mr C MacCallum, Payroll and Pensions Manager, Finance Service
Mr A MacInnes, Administrative Assistant, Corporate Development Service

Dr D Alston in the Chair

1. Apologies for Absence

Apologies for absence were intimated on behalf of Ms M Smith (OCB) and Mr A Christie.

2. Declarations of Interest

Mr A Mackinnon declared a non-financial interest on the item to be discussed at the meeting on the grounds that his spouse was an employee of the Council but, having applied the test outlined in Paragraphs 5.2 and 5.3 of the Councillors' Code of Conduct, concluded that his interest did not preclude him from taking part in the discussion.

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 the Finance Service and Care and

Learning 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.

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, 2(iii) to assist in service restructuring, 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>
A015503626	12/09/2015	Categories 1, 2(ii), 2(iv) and 3 of the Early Retirement/Voluntary Severance Scheme
A015801892	07/06/2015	Flexible Retirement on the basis of a reduction in hours
80/5102	16/08/2015	Categories 2(i), 2(iii), 2(iv) and 3 of the Early Retirement/Voluntary Severance Scheme
77/3702	16/08/2015	Categories 2(iii), 2(iv) and 3 of the Early Retirement/Voluntary Severance Scheme
07/9191	16/08/2015	Categories 2(i), 2(iii), 2(iv) and 3 of the Early Retirement/Voluntary Severance Scheme
90/0920	16/08/2015	Categories 2(iii), 2(iv) and 3 of the Early Retirement/Voluntary Severance Scheme

The meeting ended at 1.40 p.m.