

**RESOURCES COMMITTEE
EARLY RETIREMENT SUB-COMMITTEE**

Minutes of Meeting of the Resources
Committee's Early Retirement Sub-
Committee held in Council
Headquarters, Glenurquhart Road,
Inverness on Wednesday, 16 April,
2008 at 9.45 a.m.

PRESENT

Mrs C Wilson
Mrs P Munro

Mr W Fernie
Mr B Gormley

Officials in attendance:

Mrs E Kirkham, Principal Staffing Resources Officer, Education, Culture & Sport Service
Mr C MacCallum, Payroll & Pensions Manager, Finance Service
Ms E Barrie, Personnel Manager, Chief Executive's Service
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mrs C Wilson in the Chair

1. Apologies for Absence

An apology for absence was intimated on behalf of Mrs J Urquhart.

2. 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.

3. Applications for Early Retirement

There had been circulated to Members only applications for early retirement prepared by the Director of Education, Culture & Sport Service. There had also been enclosed for use by Members a copy of the Early Retirement/Voluntary Severance Scheme and an explanatory note of the calculations involved in determining the financial implications of the applications for early retirement/voluntary severance.

Members were advised that at the request of the Employee, one application had been withdrawn - Employee Pension Scheme Reference No. 90/9006.

Following consideration, the Sub-Committee **AGREED** that the undernoted applications be granted early 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 other criteria is satisfied.

| <u>Pension Scheme Ref. No.</u> | <u>Leaving Date</u> | <u>Criteria</u> |
|--------------------------------|---------------------|---|
| 71/5860 | 17/08/08 | 2(iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 1 year 136 days compensation. |
| 72/6195 | 17/08/08 | 2(iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 91 days compensation. |
| 83/8673 | 17/08/08 | 2 (iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 1 year's compensation. |
| 74/6342 | 17/08/08 | 2(i), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 2 years 156 days compensation. |
| 74/7922 | 17/08/08 | 2(iii), 2 (v) and 3 of the Early Retirement Scheme with 1 year 142 days compensation. |
| 69/4401 | 17/08/08 | 2 (i). 2 (ii), 2(iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 298 days compensation. |
| 82/3085 | 17/08/08 | 2 (iii), 2 (v) and 3 of the Early Retirement Scheme with 1 year 276 days compensation. |
| 70/5094 | 17/08/08 | 2(iii), 2 (v) and 3 of the Early Retirement Scheme with 1 year 135 days compensation. |
| 72/5628 | 17/08/08 | 2 (iii), 2 (v) and 3 of the Early Retirement Scheme with 1 year 13 days compensation. |

| | | |
|---------|----------|--|
| 73/2973 | 17/08/08 | 2 (i), 2 (ii), 2 (iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 1 year 214 days compensation. |
| 78/0070 | 17/08/08 | 2 (iii), 2 (v) and 3 of the Early Retirement Scheme with 6 years 334 days compensation. Application Approved in Principle subject to Employee Reference No. 73/2973 accepting early retirement in the first instance. |
| 77/0524 | 17/08/08 | 2 (i), 2 (ii), 2 (iii), 2 (iv), 2 (v) and 3 of the Early Retirement Scheme with 4 years 308 days compensation. |
| 74/3156 | 17/08/08 | 2 (i), 2 (ii), 2 (iv), and 3 of the Early Retirement Scheme with 4 years 42 days compensation. |
| 71/4787 | 17/08/08 | 2 (iii), 2 (v) and 3 of the Early Retirement Scheme with 1 year 241 days compensation. |

Insofar as Application Reference No. 72/0046 was concerned, the Committee **AGREED** to defer this Application until the next meeting for further consideration.

The meeting ended at 10.20 a.m.