Item 2

24th January 2024

Glasgow City Council

Finance and Audit Scrutiny Committee

Report by the Head of Human Resources and the Executive Director of Finance

Contact: Christine Brown, Head of Human Resources Ext 70213

- **Local Government Pension Scheme (Scotland) regulations 2015 - Flexible Retirement**
- **Local Government (Compensation for Early Retirement) (Scotland) regulations – Redundancy/Early Retirement.**

Purpose of Report:

To advise Committee of the number of employees who have been granted delegated authority to:-

- Take Flexible Retirement under the Council's Flexible Retirement Provisions and the associated costs and savings.
- Leave the service of the council under the Council's Redundancy/Early Retirement Provisions and the associated costs and savings.

This report details the number of employees: –

- 18 employees have been granted Flexible Retirement with a retiral date between 1 October – 31 December 2023.
- 35 employees have been granted Redundancy/Early Retirement with a leaving date between 1 October – 31 December 2023.

Recommendations: The Committee is asked to note the Flexible and Redundancy/ Early Retirements as detailed.

Ward No(s): Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

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1 Employees as listed below, have been granted permission under delegated authority to retire under the council's Flexible Retirement, Redundancy and Early Retirement Provisions.

Option	No. of Employees	1st Year Savings	1st Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	18	£43,823	£0.00	£43,823	£120,432
Redundancy/Early Retirement	35	£345,973	£2,008,710	-£1,662,737	£1,275,771
Overall total	53	£389,796	£2,008,710	-£1,618,914	£1,396,203

Further detail on the Service breakdown can be provided on request.

2 Policy and Resource Implications

Resource Implications:

Financial:	Approval based on future savings benefits
Legal:	No new legal issues
Personnel:	Complies with Policy
Procurement:	No relevant procurement issues
Council Strategic Plan: *Specify which of the Grand challenge(s) and Mission(s) the proposal supports. Where appropriate the relevant Commitment can also be listed.*	Enable staff to deliver essential services in a sustainable, innovative, and efficient way for our communities.
Equality and Socio-Economic Impacts:	
Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	N/A
What are the potential equality impacts as a result of this report?	No significant impact
Please highlight if the policy/proposal will help address socio-economic disadvantage.	N/A
Climate Impacts:	
Does the proposal support any Climate Plan actions? Please specify:	N/A
What are the potential climate impacts as a result of this proposal?	N/A
Will the proposal contribute to Glasgow's net zero carbon target?	N/A

Privacy and Data Protection Impacts:	No data protection issues identified
Are there any potential data protection impacts as a result of this report Y/N	N/A
If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out	N/A

3 Recommendations

The Committee is asked to note the Flexible Retirements/Redundancy/Early Retirements as detailed.