



Glasgow City Council

Finance and Audit Scrutiny Committee

**Report by the Head of Human Resources and the
Executive Director of Financial Services**

Item 3

20th August 2025

**Contact: Christine Brown, Head of Human Resources
Ext.70213**

- **Local Government Pension Scheme (Scotland) regulations 2015 - Flexible Retirement**
- **Local Government (Discretionary Payments & Injury Benefits) Scotland Regulations 1998 – 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: –

- 6 employees have been granted Flexible Retirement with a retiral date between 1 April – 30 June 2025.
- 4 employees have been granted Redundancy/Early Retirement with a leaving date between 1 April – 30 June 2025.

Following the decision at City Administration Committee on 8 May 2025 this report will be provided to FASC on a quarterly basis unless doing so may breach General Data Protection Regulations, in these circumstances the report will be provided as quickly as possible to adhere with the regulations.

Ward No(s):

Citywide: ✓

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

- 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	1 st Year Savings	1 st Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	6	£79,832	£0	£79,832	£93,742
Redundancy/Early Retirement	4	£256,402	£389,230	-£132,828	£305,192
Overall total	10	£336,234	£389,230	-£52,996	£398,934

- There were no Flexible Retirement or Redundancy/Early Retirement for Senior Officers (G12 and above) during this period.
- The 6 Flexible Retirements were across Education Services (non-teaching), Glasgow City Health and Social Care Partnership and Neighbourhoods, Regeneration and Sustainability Services.
- The 4 leavers under Redundancy/Early Retirement were all from the Chief Executive's Department and were linked to local Service Reform initiatives.
- Details of the grade split of leavers under Redundancy/Early Retirement are shown below.

Grades 1 - 4	Grades 5 - 8	Grades 9 - 11
0	3	1

- 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: Enable staff to deliver essential services in a sustainable, innovative, and efficient way for our communities.

Specify which of the Grand challenge(s) and Mission(s) the proposal supports. Where appropriate the relevant Commitment can also be listed.

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
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<i>Are there any potential data protection impacts as a result of this report</i>	N/A
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<i>If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out</i>	N/A
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3 Recommendations

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