Item 7

2nd November 2022

Glasgow City Council

Finance and Audit Scrutiny Committee

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

Contact: Robert Anderson Head of Human resources Ext 75179

- **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: –

- 10 employees have been granted Flexible Retirement with a retiral date between 1 July – 30 September 2022.
- 3 employees have been granted Redundancy/Early Retirement with a leaving date between 1 July – 30 September 2022.

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
Flexible Retirement	10	£46,729	£6,651	£40,078	£98,321
Redundancy/Early Retirement	3	£81,386	£105,605	-£24,218	£146,034
Overall total	13	£128,115	£112,256	£15,860	£244,355

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: N/A

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

3 Recommendations

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