



Glasgow City Council

Finance and Audit Scrutiny Committee

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

Item 2

22nd May 2024

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: –

- 16 employees have been granted Flexible Retirement with a retiral date between 1 January – 31 March 2024.
- 7 employees have been granted Redundancy/Early Retirement with a leaving date between 1 January – 31 March 2024.

**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 ☐

**PLEASE NOTE THE FOLLOWING:**

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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.

<b>Option</b>	<b>No. of Employees</b>	<b>1<sup>st</sup> Year Savings</b>	<b>1<sup>st</sup> Year Cost</b>	<b>Year 1 Net Position</b>	<b>Recurring Savings</b>
Flexible Retirement	16	£22,073	£0.00	£22,073	£103,210
Redundancy/Early Retirement	7	£434,606	£497,716	-£63,110	£450,784
<b>Overall total</b>	23	£456,679	£497,716	-£41,037	£553,994

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

<b>Privacy and Data Protection Impacts:</b>	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.