



Glasgow City Council

Finance and Audit Scrutiny Committee

Report by Head of Human Resources and Executive
Director of Finance

Item 2

20th November 2024

Contact: Christine Brown, Head of Human Resources
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- 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: –

- 17 employees have been granted Flexible Retirement with a retiral date between 1 July – 30 September 2024.
- 18 employees have been granted Redundancy/Early Retirement with a leaving date between 1 July – 30 September 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 ☐

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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	1 st Year Savings	1 st Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	17	£47,877	£0	£47,877	£77,749
Redundancy/Early Retirement	18	£639,122	£1,696,083	-£1,056,962	£1,106,582
Overall total	35	£686,999	£1,696,083	-£1,009,084	£1,184,331

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.