



**Glasgow City Council**

**Finance and Audit Scrutiny Committee**

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

**Item 8**

**18th June 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: –

- 11 employees have been granted Flexible Retirement with a retiral date between 1 October – 31 March 2025.
- 65 employees have been granted Redundancy/Early Retirement with a leaving date between 1 October – 31 March 2025.

Following the decision at City Administration Committee on 8 May 25 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 ☐

**PLEASE NOTE THE FOLLOWING:**

*Any Ordnance Survey mapping included within this Report is provided by Glasgow City Council under licence from the Ordnance Survey in order to fulfil its public function to make available Council-held public domain information. Persons viewing this mapping should contact Ordnance Survey Copyright for advice where they wish to licence Ordnance Survey mapping/map data for their own use. The OS web site can be found at <http://www.ordnancesurvey.co.uk> "*

*If accessing this Report via the Internet, please note that any mapping is for illustrative purposes only and is not true to any marked scale*

- 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 <sup>st</sup> Year Savings	1 <sup>st</sup> Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	11	£15,785	£ 0	£15,785	£42,365
Redundancy/Early Retirement	65	£2,664,142	£7,240,622	-£4,576,480	£4,096,387
<b>Overall total</b>	76	£2,679,927	£7,240,622	-£4,560,695	£4,138,752

- No Flexible Retirement or Redundancy/Early Retirement for Senior Officers (G12 and above) during the period.
- 59 of the 65 leavers under Redundancy/Early Retirement were from the CGI secondee grouping as endorsed by the City Administration Committee of 28 Sept 23 as part of the strategy for the Future of Digital & ICT Services. The remaining 6 were across all services, CE, EDU, FS, HSCP and linked to local Service Reform initiatives.
- Details of the grade split of leavers under Redundancy/Early Retirement are shown below.

G1- 4	G5 - 8	G9-11
0	63	2

- 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
---	--------------------------------------

<i>Are there any potential data protection impacts as a result of this report</i>	N/A
---	-----

<i>If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out</i>	N/A
--	-----

### **3 Recommendations**

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