



Glasgow City Council

Finance and Audit Scrutiny Committee

**Item 1**

**28th January 2026**

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

**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.
- That due to the low number of employees granted Redundancy/Early Retirement with a leaving date between 1 July – 31 December 2025 and as agreed at City Administration Committee on 8 May 2025 to ensure employee anonymity this information will be carried forward and reported in the next scheduled report to FASC.

This report details the number of employees:

- 12 employees have been granted Flexible Retirement with a retiral date between 1 July – 31 December 2025.

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.

| Option                      | No. of Employees | 1 <sup>st</sup> Year Savings | 1 <sup>st</sup> Year Cost | Year 1 Net Position | Recurring Savings |
|-----------------------------|------------------|------------------------------|---------------------------|---------------------|-------------------|
| Flexible Retirement         | 12               | £60,584                      | £5,353                    | £55,231             | £164,281          |
| Redundancy/Early Retirement | -                | -                            | -                         | -                   | -                 |
| <b>Overall total</b>        | <b>12</b>        | <b>£60,584</b>               | <b>£5,353</b>             | <b>£55,231</b>      | <b>£164,281</b>   |

- There were no Flexible Retirement for Senior Officers (G12 and above) during this period.
- The 12 Flexible Retirements were across Education Services (non-teaching) and Glasgow City Health and Social Care Partnership.
- Details of the grade split of leavers under Flexible Retirement are shown below.

| Grades 1 - 4 | Grades 5 - 8 | Grades 9 - 11 |
|--------------|--------------|---------------|
| 2            | 9            | 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:**

*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>Y/N</i>   |                                      |
| <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.