



Glasgow City Council

Finance and Audit Scrutiny Committee

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

Item 1

28th January 2026

**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.
- 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 st Year Savings	1 st Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	12	£60,584	£5,353	£55,231	£164,281
Redundancy/Early Retirement	-	-	-	-	-
Overall total	12	£60,584	£5,353	£55,231	£164,281

- 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: 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.