



Glasgow City Council

Finance and Audit Scrutiny Committee

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

Item 5

22nd April 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.
- 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 2026.
- 4 employees have been granted Redundancy/Early Retirement with a leaving date between 1 July 2025 – 31 March 2026.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes No consulted: Yes No

- 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	1st Year Savings	1st Year Cost	Year 1 Net Position	Recurring Savings
Flexible Retirement	16	£89,379	£37,140	£52,239	£279,416
Redundancy/Early Retirement	4	£305,269	£538,805	-£233,536	£326,466
Overall total	20	£394,648	£575,945	-£181,297	£605,882

- There were no Flexible Retirement/ Redundancy/Early Retirement for Senior Officers (G12 and above) during this period.
- The 16 Flexible Retirements were across Chief Executive's Department, Education Services (non-teaching), Financial Services and Glasgow City Health and Social Care Partnership.
- The 4 leavers under Redundancy/Early Retirement were from the Chief Executive's Department, Education Services (non-teaching) and Glasgow City Health and Social Care Partnership and were linked to local Service Reform initiatives.
- Details of the grade split of leavers under Flexible Retirement/Redundancy/Early Retirement are shown below.

Grades 1 - 4	Grades 5 - 8	Grades 9 - 11
3	14	3

- 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

Are there any potential data protection impacts as a result of this report N/A
Y/N

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

3 Recommendations

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