

Mae'r cofnodion hyn yn amodol ar gymeradwyaeth yng nghyfarfod priodol nesaf y Pwyllgor.

These Minutes are subject to approval at the next appropriate meeting of the Panel

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**VOLUNTARY EARLY RETIREMENT/REDUNDANCY PANEL**

**Minutes** of the meeting of the Voluntary Early Retirement/Redundancy Panel held at the County Borough Council Offices, The Pavilions, Cambrian Park, Clydach Vale on Thursday, 19<sup>th</sup> July 2018 at 2.00pm

**PRESENT**

**County Borough Councillors**

D. R. Bevan (Substitute Member)  
J. Bonetto  
W. Treeby  
M. Weaver

**Officers in Attendance**

Mr R. Evans. Director, HR

**Trade Union Representatives**

Peter Crews - Unison  
Mr M. Bowler - GMB  
Mr C. Jones - GMB

**7. APOLOGIES**

An apology of absence was received from County Borough Councillors M. Powell and M. Webber and Ms L. Davies from the Unite the Union.

**8. DECLARATION OF INTEREST**

**RESOLVED** - In accordance with the Members Code of Conduct, the following declaration of personal interest in a matter pertaining to the agenda was declared:-

1. County Borough Councillor J. Bonetto in respect of agenda item 4.8 Appendix 9– (EA of the Education & Lifelong Learning division) – “School Governor”
2. County Borough Councillor M. Weaver in respect of agenda item 4.17, Appendix 19 & 20 – (AW, GT and JD of the Education & Lifelong Learning division) – “I am a Governor of Ton Pentre Juniors School”.

## 9. MINUTES

**RESOLVED** – to approve as an accurate record the minutes of the Voluntary Early Retirement/Redundancy Panel held on the 21<sup>st</sup> June 2018.

## 10. EXCLUSION OF THE PRESS AND PUBLIC

**RESOLVED** – that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 12 and 23 of Part 4 of Schedule 12A of the Act, namely information relating to a particular employee, former employee or applicant to become an office holder under the authority and information relating to any consultations with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holder under the Authority.

## JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES, DIRECTOR OF EDUCATION & LIFELONG LEARNING, GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES

## 11. APPLICATIONS FOR VOLUNTARY EARLY RETIREMENT WITH REDUNDANCY AND VOLUNTARY REDUNDANCY

The Panel considered the joint report of the Chief Executive, Director of Human Resources, Director of Education & Lifelong Learning and the Group Director, Community & Children's Services in respect of the applications for voluntary early retirement with redundancy and voluntary redundancy.

A Member of the Panel expressed concern at the high volume of applications received as a result of budgetary reviews across many schools in the County Borough. The Director, HR, confirmed that as a result of a drop in pupil numbers and changes to grants there had been an impact on staff structures which has led to fewer support assistant roles being required within schools. The Director assured the Panel that based on the information he had received, this would not impact on the level of support provided to pupils. He added that should pupil numbers rise in the future the situation would be reviewed and appropriate support mechanisms put in place. Representatives of the Unions present concurred with the Director's views.

Following consideration of the report, it was **RESOLVED** –

1. To approve the under-mentioned applications, as detailed in the report and listed below -

	<b>Initials</b>	<b>Date of Termination of Employment</b>	<b>Post</b>	<b>Service Area</b>	<b>Package</b>
1	DVL	31 July 2018	Caretaker	Community & Children's Services	Voluntary Early Retirement with Redundancy
2	KEH	31 August 2018	Community Support Manager	Community & Children's Services	Voluntary Early Retirement with Redundancy
3	DH	31 August 2018	Football Officer	Education & Lifelong Learning	Voluntary Redundancy
4	SP	31 August 2018	Learning Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
5	PJ	31 August 2018	Learning Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
6	SW	31 August 2018	Learning Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
7	SM	31 August 2018	Teaching Assistant (Level 3)	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
8	SM	31 August 2018	Teaching Assistant (Level 2)	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
9	DRL	31 August 2018	Cover Supervisor	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
10	AH	31 August 2018	Site Manager	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
11	AB	30 September 2018	School Clerk	Education & Lifelong Learning	Voluntary Redundancy
12	PH	31 August 2018	Teaching Assistant (Level 4)	Education & Lifelong Learning	Voluntary Redundancy
13	LS	31 August 2018	Temporary Special Needs Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
14	EA	31 August 2018	School Clerk	Education & Lifelong Learning	Voluntary Redundancy
15	AD	31 August 2018	Special Needs Support Assistant	Education & Lifelong Learning	Voluntary Redundancy
16	MH	31 August 2018	Teaching Assistant (Level 4)	Education & Lifelong Learning	Voluntary Redundancy
17	KB	31 August 2018	Teaching Assistant (Level 4) PPA	Education & Lifelong Learning	Voluntary Redundancy
18	ST	31 August 2018	Teaching Assistant (Level 4) Hydrotherapy	Education & Lifelong Learning	Voluntary Redundancy
19	EK	31 August 2018	Teaching Assistant (Level 4)	Education & Lifelong Learning	Voluntary Redundancy

			PPA		
20	LC	31 August 2018	Teaching Assistant (Level 4) PPA	Education & Lifelong Learning	Voluntary Redundancy
21	JM	31 August 2018	Teaching Assistant (Level 4) – SI & Outreach	Education & Lifelong Learning	Voluntary Redundancy
22	ME	31 August 2018	Teaching Assistant (Level 3)	Education & Lifelong Learning	Voluntary Redundancy
23	SL	31 August 2018	Teaching Assistant (Level 3)	Education & Lifelong Learning	Voluntary Redundancy
24	CR	31 August 2018	Temporary Teaching Assistant L2	Education & Lifelong Learning	Voluntary Redundancy
25	AP	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
26	KG	31 August 2018	Teachers Aide	Education & Lifelong Learning	Voluntary Redundancy
27	AH	31 August 2018	Teaching Assistant – Level 1	Education & Lifelong Learning	Voluntary Redundancy
28	DF	31 August 2018	SNSA	Education & Lifelong Learning	Voluntary Redundancy
29	JR	31 August 2018	Teaching Assistant – Level 1	Education & Lifelong Learning	Voluntary Redundancy
30	RG	31 August 2018	Teaching Assistant – Level 3	Education & Lifelong Learning	Voluntary Redundancy
31	DJ	31 August 2018	Teaching Assistant – Level 1	Education & Lifelong Learning	Voluntary Redundancy
32	NMM	31 August 2018	Teaching Assistant – Level 1	Education & Lifelong Learning	Voluntary Redundancy
33	KO’F	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
34	SE	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
35	YG	31 August 2018	Cleaner	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
36	FD	31 August 2018	Cleaner	Education & Lifelong Learning	Voluntary Redundancy
37	AW	31 August 2018	Assistant Driver	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
38	GT	31 August 2018	Driver	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
39	JD	31 August 2018	Assistant Cook	Education & Lifelong Learning	Voluntary Redundancy
40	JD	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
41	SR	31 August 2018	Cleaner	Education & Lifelong Learning	Voluntary Early

				Learning	Retirement with Redundancy
42	JW	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
43	TJ	31 August 2018	Temporary SNSA	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
44	TD	31 August 2018	Cleaner	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
45	LW	31 August 2018	Senior Dining Room Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
46	LW	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
47	CC	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
48	AD	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
49	AD	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
50	JA	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
51	SW	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
52	SW	31 August 2018	Clerk to the Governors	Education & Lifelong Learning	Voluntary Redundancy
53	AJ	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
54	DB	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
55	SC	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
56	DB	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
57	TD	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
58	RE-C	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
59	AT	31 August 2018	Caretaker	Education & Lifelong Learning	Voluntary Redundancy
60	PE	31 August 2018	Dining Room Assistant	Education & Lifelong Learning	Voluntary Redundancy

61	PE	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
62	DC	31 August 2018	Teachers Assistant – Level 3	Education & Lifelong Learning	Voluntary Redundancy
63	DS	31 August 2018	Dining Room Assistant	Education & Lifelong Learning	Voluntary Redundancy
64	MJ	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
65	MJ	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
66	KP	31 August 2018	Senior Dining Room Assistant	Education & Lifelong Learning	Voluntary Redundancy
67	GM	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
68	GM	31 August 2018	Supervisory Assistant	Education & Lifelong Learning	Voluntary Redundancy
69	AP	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
70	JH	31 August 2018	Breakfast Club GKA	Education & Lifelong Learning	Voluntary Redundancy
71	TR	31 August 2018	Teaching Assistant	Education & Lifelong Learning	Voluntary Redundancy
72	TR	31 August 2018	Teaching Assistant (Level 4)	Education & Lifelong Learning	Voluntary Redundancy
73	DS	31 August 2018	Pastoral Support Officer	Education & Lifelong Learning	Voluntary Redundancy

**W.TREEBY  
CHAIR**

**The meeting closed at 2.15pm**