



Glasgow City Council

Finance and Audit Scrutiny Committee

Report by the Director of Governance and Solicitor to the Council and the Executive Director of Finance

Item 3

13th February 2019

Contact: Robert Anderson Head of HR Corporate Services Ext 75179

- **Local Government Pension Scheme (Scotland) regulations 2015 - Flexible Retirement**
- **Local Government (Compensation for Early Retirement) (Scotland) regulations – 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.

This report details the number of employees :-

- 17 employees have been granted Flexible Retirement between the 1 October – 31 December 2018.

Recommendations: The Committee is asked to note the Flexible Retirals as detailed.

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 flexibly retire under the council's Flexible Retirement Provisions.

Option	No. of Employees	1st Year Savings	1st Year Cost	Year 1 Net Position	Recurring
Flexible Retirement	17	£87,210	£50,480	£36,730	£235,119

Overall total	17	£87,210	£50,480	£36,730	£235,119
----------------------	----	---------	---------	---------	----------

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: N/A

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2017-22 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.

Sustainability Impacts:

Environmental: N/A

Social, including Article 19 opportunities: N/A

Economic: To support the Councils budget savings

Privacy and Data Protection impacts: No data protection issues identified

3 Recommendations

The Committee is asked to note the Flexible Retirals as detailed.