



Leicester  
City Council

**DRAFT MINUTE EXTRACT**

Minutes of the Meeting of the  
EMPLOYEES (RETIREMENTS) COMMITTEE

Held: Wednesday, 26 May 2004 at 2.00pm.

P R E S E N T :

Councillor R Blackmore (Chair)

Councillor Allen      Councillor Getliffe

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1. DECLARATIONS OF INTEREST

Members were asked to declare any interests which they might have in the business on the agenda, and/ or that Section 106 of the Local Government Finance Act 1992 applied to them. No declarations were made.

3. REQUESTS FOR EARLY RETIREMENT: EDUCATION & LIFELONG LEARNING DEPARTMENT

The Corporate Director of Education and Lifelong Learning submitted a report which set out the context for the individual reports which followed, concerning early retirements of ten teachers in the Education and Lifelong Learning Department. The report outlined the procedure followed by all schools, which included full consultation with staff and unions and decisions by the Governing Body prior to the applications being presented to this Committee. It was noted that the schools concerned had been required to make budget cuts which had resulted in these voluntary redundancies.

Members questioned the possibility of redeploying these staff, but it was noted that redeployment would have to be voluntary and not compulsory. It was then suggested that the Council held its own bank of supply teachers, to which it could redeploy, and also save money on paying agency fees. In response, Members were informed that this had already been considered, but would not be financially viable.

It was noted that due to falling rolls, redundancies of teaching staff was a continuous problem. Members suggested that permanent teaching appointments should not be made in schools with falling rolls. Members were also informed that schools were advised to employ more staff a few years ago, and now as a result had more than they required.

A Member asked how long the Premature Retirement Policy of the City Council had been in place, and how it compared with the policies held by other authorities. In response, it was noted that the policy had been in place since the authority adopted unitary status, and that some authorities were less generous with regard to retirement benefits, and others were more generous.

Concern was expressed that with regard to retirements of staff in schools, a decision had already been made by the Governing Body, prior to the reports being brought before the Employees (Retirements) Committee.

Members were also concerned that teachers who took early retirement would then return as supply teachers through an agency, and due to agency work not being considered as permanent employment, would still receive their pension after having benefited from early retirement. It was noted that this had happened in the past.

It was suggested that the Council's Premature Retirement policy needed to be reviewed, although a Member expressed concern that this should be undertaken fairly with proper consultation with trade unions and the relevant scrutiny committee. Therefore, the following motion was proposed:-

"That Cabinet be requested to:

- 1) look at the Council's Premature Retirement policy;
- 2) seek options on the decision making cycle with regard to early retirements in schools".

RESOLVED:

That Cabinet be requested to:

- 1) look at the Council's Premature Retirement policy;
- 2) seek options on the decision making cycle with regard to early retirements in schools.