

# WIRRAL COUNCIL

## THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

3 OCTOBER 2012

<b>SUBJECT:</b>	<b>EARLY VOLUNTARY RETIREMENT REQUEST</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>CHIEF EXECUTIVE</b>
<b>KEY DECISION</b>	<b>NO</b>

### 1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of the report is to request approval from The Employments and Appointments Committee for the release of Mr Ian Coleman under Early Voluntary Retirement (EVR) on 5 October 2012

### 2.0 BACKGROUND AND KEY ISSUES

Mr Coleman is employed as Director of Finance and Deputy Chief Executive. He is the Council's Section 151 Officer which is a statutory role. Mr Coleman will have 28 years continuous service on the 5 October 2012 and is aged over 55 years.

Mr Coleman was one of three Statutory Officers suspended from work whilst a preliminary investigation was undertaken (which must be conducted in accordance with a statutory process) into concerns about the Council's governance arrangements arising from the District Auditor's Public Interest Report dated 8 June 2012 into the Highways and Engineering Services Contract Award and Management.

Matters relating to that ongoing investigation fall into the remit of the Council's Investigating and Disciplinary Committee. After deliberations regarding the preliminary report into this matter the Investigating and Disciplinary Committee resolved that the Head of HR and OD be authorised to explore options with Mr Coleman including his request for Early Voluntary Retirement.

In view of the impending senior management restructure (agreed by The Employment and Appointments Committee on 18 September 2012) which will reduce the number of posts at this level, this Committee is requested to approve an appropriate application for early voluntary retirement by Mr Coleman.

The requirements for authorisation of EVR for any employee is based upon regard for all the circumstances including the best interests of the council and that any additional pension costs to the Council can be contained within existing budgets.

At the point of early voluntary retirement Mr Coleman was the Acting Chief Executive. His pension calculation has therefore been calculated at the point of his final salary in line with Local Government Pension Scheme regulations.

### **3.0 RELEVANT RISKS**

3.1 The Council has in place an interim Director of Finance and Section 151 Officer. This arrangement will continue until the senior management restructure is complete and ensures that the Council meet its statutory obligation for such a role.

### **4.0 OTHER OPTIONS CONSIDERED**

4.1 None

### **5.0 CONSULTATION**

5.1 None

### **6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

6.1 None

### **7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

7.1 The cost to the council of the early release of the pension is £ 71,139.58. If not paid as a lump sum, this may be paid back over a five year period with interest, in total which would be cost to spread the early retirement strain over 5 years is £11,388.92 resulting in an overall cost to Wirral of £82,528.50

- The cost of early payment is based on estimates supplied by Pensions Section.

The cost of the early release of the pension is payable to Merseyside Pension Fund directly.

### **8.0 LEGAL IMPLICATIONS**

8.1 None

### **9.0 EQUALITIES IMPLICATIONS**

9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(b) No because there is no relevance to equality .

### **10.0 CARBON REDUCTION IMPLICATIONS**

10.1 None

### **11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

11.1 none

## 12.0 RECOMMENDATION/S

12.1 That the Employment and Appointments Committee approve the following;

The Early Voluntary retirement of Mr Coleman on the 5 October 2012 and the release of his pension on the grounds of efficiency of the service.

## 13.0 REASON/S FOR RECOMMENDATION/S

13.1 Having regard for all the circumstances including the best interests of the council the above recommendation proposed for consideration.

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## APPENDICES

## REFERENCE MATERIAL

*none*

## SUBJECT HISTORY (last 3 years)

Council Meeting	Date