

AGENDA ITEM

REPORT FOR CORPORATE AFFAIRS COMMITTEE

WEDNESDAY 11TH NOVEMBER 2009

EARLY RETIREMENT / VOLUNTARY REDUNDANCY

LINDA MAUGHAN, DIRECTOR OF HUMAN RESOURCES,

RICHARD LONG, DIRECTOR OF LEGAL AND DEMOCRATIC SERVICES,

PAUL SLOCOMBE, DIRECTOR OF RESOURCES

PURPOSE OF THE REPORT

1. To agree a temporary variation to the Voluntary Redundancy provisions in order to assist in the identification of savings and avoid or minimise any compulsory redundancies.

BACKGROUND

2. As part of the Council identifying savings to meet the funding gap reviews of both staffing and non-staffing budgets are in progress. Voluntary redundancies can assist in this process by offering opportunities for re-structures and redeployments.

CURRENT POSITION

3. The Council's Consultation, Redundancy Selection and Appeals Policy and the Early Retirement/Voluntary Redundancy Policy are attached at Appendix 1. These provide for redundancy payments of up to 30 weeks pay, to be made at actual pay rather than at the statutory level.

PROPOSALS

4. It is proposed that an enhanced voluntary redundancy scheme should be established to run up until 21st March 2010. This would temporarily enhance redundancy payments for volunteers on the following basis:

- Applications would be considered on the basis that approval would depend upon whether:
 - (a) they would facilitate a saving including, but not restricted to, the release of the applicant's post or another's post, and
 - (b) the cost of granting the application could be recovered through savings over no more than 3 years
- Successful applications would receive the normal redundancy payment multiplied by 1.75 (a maximum, depending on age and service of 52.5 weeks pay)
- The scheme will allow staff to express an interest at any point although the responses to some applications may have to be deferred until redeployment or savings proposals can be worked through.
- No change is proposed to the approach to added years in the case of staff over 50 years (or over 55 years with effect from 1st April 2010). Therefore added years will be considered in addition only in exceptional circumstances and where costs can be balanced by savings to be made
- Publication of a temporary amendment to the scheme will include a 'ready reckoner' so that staff can calculate possible payments for themselves

FINANCIAL CONSIDERATIONS

5. There are no ward implications.
6. Increased costs will be balanced by savings made.
7. The proposal is within statutory and local government roles.

RECOMMENDATIONS

8. The Corporate Affairs Committee is recommended to agree to the temporary enhancement of the voluntary redundancy scheme as outlined above.

AUTHORS

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Further Guidance Notes

Numbering

Do not number headings/ sub-headings, number the paragraphs. Use simple numbering (1,2,3,4 etc). Avoid complex numbering such as 1.1, 1.2, 1.3 or 1 (a) (i), 1 (a) (ii) etc

Fonts

Standard font size 12pt. Ariel is the corporate standard. Use **BOLD UPPER CASE** for the main sections (Purpose of the Report, Background, Summary etc), and Underlined lower case for any subheadings (History, Ward Implications, Reasons, etc).

Order of the Report

The Report should follow the order shown above, that is:

Purpose of the Report	[Must be included]
Background	[Must be included. Use sub-headings if necessary – see above]
Proposals	[Must be included. Use sub-headings if necessary – see above]
Summary	[Use if necessary to summarise long or complex reports]
Recommendations	[Must be included]
Background Papers	[Must be included if background papers are referred to in the report. See above section for details].
Author / Contact number	[Must be included]