

AGENDA ITEM 4

REPORT FOR CORPORATE AFFAIRS COMMITTEE

WEDNESDAY 22nd December 2010

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 further 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. Previous enhanced Voluntary Redundancy schemes ran up to 21st March, 2010 on the basis of 1.75 the usual redundancy payment and up to 7th October, 2010 on the basis of 1.25 the usual redundancy payment .

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 a further enhanced voluntary redundancy scheme should be established to run from 1st January 2011 for six weeks to 11th February, 2011.

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 they would facilitate a saving including, but not restricted to, the release of the applicant's post or another's post
- Successful applications would receive the normal redundancy payment multiplied by 1.25 (a maximum, depending on age and service of 37.5 weeks pay)
- Responses to applications will be made as soon as possible.
- No change is proposed to the approach to added years in the case of staff over 55 years. Therefore added years will be considered in addition to redundancy payments only in exceptional circumstances and where costs can be balanced by savings to be made
- Leaving dates will be by mutual agreement, depending on circumstances and savings needs, and no pay in lieu of notice will be offered

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

Linda Maughan, Director of HR (729046)

Richard Long, Director of Legal and Democratic Services (729781)

Paul Slocombe, Director of Resources (729032)