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**TO THE CHAIR AND MEMBERS
OF THE CORPORATE AFFAIRS
COMMITTEE**

Wednesday 8th June 2011.

EARLY RETIREMENT/VOLUNTARY REDUNDANCY

1. PURPOSE OF THE REPORT

- 1.1 To agree a further variation to the Early Retirement and Voluntary Redundancy provisions in order to assist in the identification of savings and avoid or minimise any compulsory redundancies.

2. BACKGROUND

- 2.1 As part of the Council's ongoing task of 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 re-deployments.
- 2.2 The Committee has previously agreed temporary enhanced voluntary redundancy schemes with staff receiving a multiplier of 1.25 in respect of the usual redundancy payment. On 3rd May 2011, the Committee agreed that the Chief Executive could determine the date for future temporary Enhanced Voluntary Redundancy Schemes.
- 2.3 A problem has arisen, in that whilst the Chief Executive has the power to introduce temporary Council wide voluntary redundancy scheme it is quite possible that the timing of such a scheme will not coincide with a service review carried out by a Head of Service. It is considered beneficial therefore for managers, when carrying out a service review, to have in place at that time the Enhanced Voluntary Redundancy Scheme as previously agreed by Members.

3. PROPOSALS

- 3.1 It is proposed that the Enhanced Voluntary Redundancy Scheme, previously approved by Committee, should be applicable during the period when a Head of Service is carrying on a consultation exercise prior to determining the final outcome of a service review.

4. WARD IMPLICATIONS

4.1 There are no ward implications.

5. FINANCE

5.1 Increased costs will be balanced by savings made.

6. The proposal is within statutory and Local Government powers.

7. RECOMMENDATIONS

7.1 The Committee is recommended to agree to the application of the Enhanced Voluntary Redundancy Scheme as outlined above.

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& Democratic Services