

Annex D

Staff costs associated with dismissal due to business efficiency reasons/and or TUPE

From the 67 staff within the existing Reablement service, if staff were leaving CYC due to dismissals for business efficiency, figures associated with settlements in this regard are calculated at £227,232. For voluntary severance pay there are a small number of individuals for whom specific costs are not available however a generous estimate is that this would not exceed £50k. An additional total of £71,580 repayable over five years in respect of access to early pension remunerations.

Should all eligible staff opt for the most advantageous option for themselves this would equate to a total of £272,232 in year one with an additional cost of £71,580 repaid over 5 years.

Please note there maybe some drift in these figures but it represents a good approximation.