

Report of the Director of Customer and Business Support Services

## **Redundancy**

### **Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy. This summary information covers the period October 2015 to December 2015. The report also provides an overview and analysis of all redundancies which have been made in the council since 2011.

### **Background**

2. In November 2010 a decision was taken that all proposed redundancies and exit payments needed to be formally presented to Staffing Matters & Urgency Committee (SM&UC).

A new reporting process took effect from January 2011. SM&UC meetings were arranged on a fortnightly basis to ensure reports were received on a regular basis.

At a meeting of group leaders on 9<sup>th</sup> July 2012, the following proposal was agreed for future redundancies;

- That a quarterly report of all redundancy cases summarising the data for all cases will be presented to SM&UC.
- All individual cases with total costs over £25k (redundancy and employers pension costs) would still be reported in the established way to SM&UC.

Under these new arrangements managers are still required to develop a redundancy business case for every redundancy and these will continue to be agreed by the Chief Executive and Director of CBSS.

On 24<sup>th</sup> June 2013 it was agreed that the quarterly report would identify all bumped redundancies.

### **Consultation**

3. All of the proposed redundancies have been subject to consultation in accordance with the Council's statutory obligations.

### **Options**

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by him.

### **Analysis**

5. The analysis of each proposal has been subject to scrutiny by the Chief Executive and Director of Customer and Business Support Services (CBSS) as part of the decision making process.
6. An overview of all redundancies made by the council is maintained and a summary of the information is attached at annex A. Annex B and annex C provide a more detailed analysis of these redundancies, due to the level of detail provided these are exempt confidential Annexes.

### **Council Plan**

7. Whilst the actions being proposed in the report are not material to the deliver of the Council Plan they are consistent with the required outcomes of the Workforce Strategy.

### **Implications**

8. The implications of each proposal has been subject to scrutiny by the Chief Executive and Director of CBSS as part of the decision making process.

## Risk Management

9. The specific risks associated with each proposal and how they can be mitigated are contained in each business case.

In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

## Recommendations

10. Staffing Matters and Urgency Committee is asked to:

Note the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in the annex C.

Reason: In order to provide an overview of the expenditure and to maintain transparency and scrutiny of the process.

## Contact Details

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### Chief Officer Responsible for the report:

Ian Floyd  
Director of Customer and Business  
Support Services

Report  
Approved

Date

8<sup>th</sup> January  
2016

### Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

### Background Papers:

None

**Annex A – Staff Redundancies April 2011 to December 2015**

**Confidential Annex B – Analysis of redundancies for the period April 2015 to December 2015 (to be circulated at the meeting).**

**Confidential Annex C - Summary of redundancies for the period October 2015 to December 2015 (to be circulated at the meeting).**