

## 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.