

Report of the Director of Customer and Business Support Services

## **Pension or Exit Discretion**

### **Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

### **Background**

2. The background and detailed case surrounding each proposal are contained in the individual business cases to be circulated at the meeting as annexes to this report.

### **Consultation**

3. All of the proposed pension or exit discretions 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 her.

### **Analysis**

5. The analysis of each proposal can be found in the respective business case.

### **Council Plan**

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

## Implications

7. The implications of each proposal can be found in the respective business case.

## Risk Management

8. 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 options are financial, legal, operational and reputational.

## Recommendations

9. Staffing Matters and Urgency Committee is asked to:

Consider each proposal as detailed in the annexes.

Reason: In order to provide an overview of expenditure and to consider whether the Council should exercise its discretionary powers to make enhancements.

## Contact Details

### Author:

Mark Bennett  
Head of Human Resources  
& Organisational  
Development  
Human Resources  
Ext 4518

### Chief Officer Responsible for the report:

Ian Floyd  
Director of Customer and Business  
Support Services

**Report  
Approved**

**Date** *5 August  
2016*

### Specialist Implications Officer(s):

### Wards Affected:

All

**For further information please contact the author of the report**

### Background Papers: None

### Annexes

Individual Business Cases  
(Confidential and to be circulated at the meeting)