

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 the proposal is contained in the individual business case attached as a confidential annex to this report.

### **Consultation**

3. The proposed pension or exit discretion has 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 the proposal can be found in the attached 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 the proposal can be found in the attached business case.

## Risk Management

8. The specific risks associated with the proposal, and how they can be mitigated, are contained in the business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

## Recommendations

9. Staffing Matters and Urgency Committee is asked to:

Consider the proposal as detailed in the annex.

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

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### Chief Officer Responsible for the report:

Ian Floyd  
Director of Corporate and Customer Services

Report  
Approved

Date 22<sup>nd</sup> May  
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### Specialist Implications Officer(s):

None

### Wards Affected:

All

For further information please contact the author of the report

### Background Papers:

None

### Annexes

Annex A – Confidential Business Case