

Report of the Chief Operating Officer

Redundancy, Pension or Exit Discretion

Summary

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with redundancy, pension or exit discretions paid in accordance with council policy to employees below Chief Officer.

Background

2. The background and detailed case surrounding each proposal are contained in the individual business cases attached as confidential annexes to this report for noting.

Consultation

3. All the proposed redundancy, pension or exit discretions have been subject to consultation in accordance with the Council's statutory obligations.

Approval

4. In accordance with Council policy the appropriate Chief Officer of Departmental Management Team and S151 officer have approved the attached business cases. The decisions as to whether to make an employee redundant rest with the Chief Operating Officer or Officers nominated by him. In terms of payments related to redundancy the council is contractually obliged to make the payment set out in the business case. Only in exceptional circumstances can discretionary additional payments for redundancy be considered. The Section 151 Officer has decision making authority for all staff other than Chief Officers in this matter.

Analysis

5. The analysis of each proposal can be found in the respective business case. Below is an anonymised summary of these cases noting costs associated with each:

Employee	Business Case Annex	Type of Exit	Redundancy Costs £	Pension Costs £	Total £
1	A	Flexible Retirement	N/A	£0	£0
2	B	Flexible Retirement	N/A	£0	£0
3	C	Flexible Retirement – NHS Retire & Return	N/A	£0	£0
4	D	Compulsory Redundancy	£3,775.03	N/A	£3,775.03
5	E	Flexible Retirement	N/A	£0	£0

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 Organisation Development Plan.

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 option are financial, legal, operational, and reputational.

Recommendations

9. Staffing Matters and Urgency Committee is asked to:

Note the expenditure associated with each proposal as detailed in the annexes.

Reason: To provide an overview of expenditure.

Contact Details				
Author:		Chief Officer Responsible for the report:		
Helen Whiting Head of HR Human Resources		Ian Floyd Chief Operating Officer		
		Report Approved	✓	Date 09/02/2022
Specialist Implications Officer(s):				
Wards Affected: <i>List wards or tick box to indicate all</i>				All X
For further information please contact the author of the report.				

Background Papers: None

Annexes:

- Annex A – Confidential Business Case
- Annex B – Confidential Business Case
- Annex C – Confidential Business Case
- Annex D – Confidential Business Case
- Annex E – Confidential Business Case