

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.

Background

2. The background and detailed cases surrounding the proposals are contained in business cases which will be circulated at the meeting as an annex to this report.

Consultation

3. 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 her.

Analysis

5. The analysis of the proposals can be found in the business cases.

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 More 4 York programme.

Implications

7. The implications of the proposals can be found in the business cases.

Risk Management

8. The specific risks associated with the proposals and how they can be mitigated are contained in the business cases. 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 and note the proposals presented on the grounds of redundancy 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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**Report
Approved**



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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

Individual Business Case (to be circulated at the meeting)