

Report of the Deputy Chief Executive & Director Customer & Corporate Services

## **Redundancy**

### **Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

### **Background**

2. The background and detailed case surrounding the proposal is contained in the individual business case attached as an annex to this report.

### **Consultation**

3. The proposed redundancy 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, is 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:
  - 1) Note the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy detailed in the annex.

Reason: In order to provide an overview of the expenditure.

## Contact Details

### Author:

Mark Bennett  
Head of Business HR  
Human Resources  
01904 554518

### 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

All

### Wards Affected:

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

### Background Papers:

None

### Annexes

Confidential Annex A - Individual Business Case