

Report of the Director of Customer and Business Support Services

## **Redundancy**

### **Summary**

1. This report advises Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy and where discretionary enhancements are proposed seeks the Committee's approval to them.

### **Background**

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

### **Consultation**

3. All of 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 each proposal can be found in the respective business case.

### **Corporate Priorities**

6. The actions being proposed in this report are designed to support the Council's corporate priority "Effective Organisation".

## 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:
  - 1) Consider each proposal presented.

Reason: In order to consider whether the Council should exercise its discretionary powers to make enhancements .

## Contact Details

### Author:

Mark Bennett  
Head of HR Directorate Support  
Human Resources  
Ext 4518

### Chief Officer Responsible for the report:

Ian Floyd  
Director of Customer and Business Support Services

**Report Approved**  **Date** TBA

### 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

### Annexes

Individual Business Cases (to be circulated at the meeting)