



Agenda Item: 7

REPORT OF THE SERVICE DIRECTOR HR AND CUSTOMER SERVICE

**SUMMARY OF SENIOR OFFICER REDUNDANCIES FROM SEPTEMBER
2013 TO MARCH 2014**

Purpose of the Report

1. The purpose of this report is to provide Members with a summary of senior officer redundancies from September 2013 to 31 March 2014.

Background

2. The redundancy policy was revised in January 2010 and removed any element of individual discretion to enhance redundancy payments. Personnel Committee agreed to the removal of the discretionary element; with payments determined solely on the basis of the application of the redundancy calculator using length of service and age as the determining factors.
3. Part 4 of the Rules and Procedures of the County Council's Constitution outlines the Employment Procedure Rules and Staff Standing Orders governing the recruitment and dismissal of senior officers; which is a matter for elected members. Personnel Committee on 22nd September 2010 agreed to receive a report which summarises all voluntary and compulsory senior officer redundancies as the means of discharging this requirement. The termination of a contract of employment on the grounds of redundancy is a dismissal, whether or not it has been mutually agreed as a voluntary redundancy or as a compulsory redundancy.
4. The last summary report was presented to Personnel Committee on 28th March 2011. Since then there has been a nil return until this current round of reductions. This report covers senior officer redundancies for the period from September 2013 until 31 March 2014.

Information and advice

5. During the period in question two senior officer posts have been vacated; both of which are within Policy, Planning and Corporate Services:
 - Service Director – Improvement.
 - Programme Director – Improvement Programme.

A report was agreed by Policy Committee at its meeting on 7th January 2014 which set out the new structure for the Improvement Programme and rationale behind the changes. This included deletion of the two senior management posts to enable retention of capacity at other levels to support the transformation of the Council and delivery of the savings as set out in the outline business cases.

6. The reductions have been achieved by means of voluntary redundancy in line with the Council's agreed Policy on Voluntary Redundancy. There is no pension strain applicable in either case as the post holders were not able to access their pensions under the Local Government Pension scheme rules.

Other Options Considered

7. A range of options were considered in terms of how the savings required would be met whilst still retaining resources to support the transformation of the Council. Removal of the two most senior, and therefore most costly posts, has allowed capacity to be retained at a Programme Officer level where there is a greater need for support by departments.

Reason for Recommendation

8. In accordance with the agreement reached by Personnel Committee in September 2010, this report is presented for information and noting.

Statutory and Policy Implications

9. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below.

Human Resources Implications

10. The human resources implications are implicit in the body of the report. The decisions to release the senior officers and the calculation of the redundancy payment are in accordance with the agreed redundancy policy.

Financial Implications

11. The total savings realised from the deletion of both posts is £213,131.50 in total including on costs. The total one-off cost of the redundancies is £155,578.45. There is no pension strain to be included as neither post holder will be able to access their pensions at the time of their last day of service.

RECOMMENDATION

12. It is recommended that Personnel Committee note the information contained in the report.

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Service Director HR and Customer Service

For any enquiries about this report please contact: Gill Elder, Group Manager HR on 0115 9773867

Constitutional Comments (GR 20/02/14)

13. It is within the delegated authority of the Committee to receive the report for noting.

Financial Comments (NR 18/02/14)

14. The financial implications are considered in paragraph 11 of the report.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All