

EMPLOYMENT MATTERS COMMITTEE

14 JUNE 2017

EARLY RETIREMENT AND SEVERANCE PAYMENTS

Report from: Carrie McKenzie, Chief People Officer

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Summary

To present Members with a report of all decisions taken in relation to early retirements and severance payments for the period 1 January 2017 to 30 April 2017.

1. Budget and Policy Framework

- 1.1 Whilst there is no specific decisions to be made based on the report, it is important that the committee is appraised of all decisions taken in relation to early retirements and severance payments.

2. Background

- 2.1 The procedure for Managing Reorganisation and Redundancy was agreed on 26 September 2007. This was a review of the policy originally agreed by the Policy and Resources Committee on 26 May 1998 (following a recommendation from the Personnel Sub Committee on 20 May 1998). The Employment Matters Committee subsequently reviewed the policy on 11 October 2006, 15 April 2009, 2 November 2010 and 29 June 2011.
- 2.2 Decisions on early retirements and severance payments are taken by the Chief People Officer and the relevant Director. Employment Matters Committee receive quarterly reports on these decisions together with costings. This is in line with the Audit Commission's Report "Retiring Nature" which recommended that Members be informed of early retirement decisions and that the costs of the decisions taken be reported.

3. Advice and analysis

3.1 Early Retirement and Severance decisions

3.2 School based staff

3.3 During the period of this report, there were 18 school-based staff who were either made redundant (voluntary or compulsory) or took early retirement at a total cost of £168,682.

3.4 Non school based staff

3.5 During the period of this report there were 31 non-school based members of staff who were either made redundant or took early retirement at a total cost of £651,085.

3.6 Total cost

3.7 The total cost to the Council of all staff made redundant or who took early retirement during this period is £819,767.

3.8 The total cost figure has been significantly impacted by the redundancy of two Public Health Consultants whose costs attributed c£205,000 to the total spend.

4. Financial and legal implications

4.1 A detailed breakdown is attached at Appendix one.

4.2 All decisions are made in accordance with the Council's procedures for managing redundancy and early retirement.

4.3 All future funding for costs associated with redundancies and early retirement will need to be borne by the respective Service, with these costs being netted off against savings made.

5. Risk Management

5.1 There are no risk implications arising from this report. All decisions are made in accordance with the Council's procedures for managing redundancy and early retirement.

6. Recommendation

6.1 That the Committee notes the report.

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Background papers - There are no background papers.

Appendices – Exempt appendix – Early Retirement/Redundancy Payments