

**To: Finance, Resources and Customer Services Policy Board**

**On: 5 June 2019**

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**Report by: Director of Finance and Resources**

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**Heading: Report on the Voluntary Redundancy/Early Retirements Schemes**

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## **1. Summary**

- 1.1. Reports detailing the numbers of employees leaving the service through the voluntary redundancy or early retirement schemes (VR/VER) and associated financial implications for the Council are presented to Board annually.
  - 1.2. This report provides an update for the period from 1 April 2018 to 31 March 2019 confirming that 37 employees (34.53 fte) have left the service through voluntary redundancy or early retirement or efficiency of the service.
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## **2. Recommendations**

- 2.1 To note the report.
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### 3. Background

- 3.1. This report provided details of the workforce planning arrangements to support the delivery of the necessary budget savings over 2018/19. Expressions of interest in voluntary redundancy/early retirement from across the workforce were reviewed to assess the impact of any proposed reduction in headcount on services and the rest of the workforce, including the cost to the Council of early release. As part of the Council's 2018/19 budget strategy VR/VER has been utilised to achieve service changes and savings.
- 3.2. The Chief Executive, in consultation with the Head of Transformation and OD, is authorised to determine all requests which are received from employees for voluntary redundancy/early retirement under the schemes.
- 3.3. During the financial year 2018/19 a total of 37 employees (34.53 fte) accepted voluntary redundancy/early retirement or early retirement in the interests of the efficiency of the service.
- 3.4. The financial costs and savings of these decisions are detailed in Appendix A. An assessment is carried out in each VR/VER exercise to confirm the length of time for savings to accrue. For the 37 individuals being released from service this averages at **22 months**.
- 3.5. In deciding on requests for voluntary redundancy/early retirement, the Chief Executive and the Head of Transformation and OD, in conjunction with the appropriate service Director, continue to take into account the potential to implement efficiencies and support the modernisation of the Council's workforce in addition to the financial savings to be gained. Consideration was given to both the one off costs of voluntary redundancy / early retirement and the additional ongoing annual costs and in these cases it has been deemed to be of benefit to the Council for voluntary redundancy/early retirement to be agreed.
- 3.6. Appendix A contains the following information:-

The number of employees leaving the Council through either voluntary redundancy / voluntary early retirement or early retirement in the interests of the efficiency of the service.

Redundancy Payment - the total lump sum redundancy payments paid to employees leaving the service.

Enhanced Element of Pension (Annual Compensation) - where the employee is a member of the Pension Fund and is awarded compensatory added years by Renfrewshire Council, it requires to pay on a monthly basis to the Pension Fund the amount which covers the costs associated with these added years.

Enhanced Element of the Lump Sum - where an employee is a member of the Pension Fund and is awarded compensatory added years by Renfrewshire Council, it requires to pay the lump sum directly to the employee as a one off payment.

Strain / Factored Costs - where an employee is retired early on grounds of efficiency / redundancy and is a member of the Pension Fund, the Council requires to pay to the Pension Fund a 'strain on the fund' charge for early payment of retirement benefits or where the employee would otherwise have suffered an actuarial reduction to their benefits for early retirement. The strain on the fund charge is paid as a one off payment.

Pay in Lieu of Notice - where an employee has not received the appropriate notice of their employment terminating, a payment in lieu of notice is paid by the Council.

Full Year Savings – these will accrue from the release of staff under the scheme.

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## Implications of this report

1. **Financial** – as detailed in Appendix A of report
2. **HR & Organisational Development** – as detailed in the report
3. **Community Planning** – none
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none.
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

- 8. **Health & Safety** – none
  - 9. **Procurement** – none
  - 10. **Risk** – none
  - 11. **Privacy Impact** - none
  
  - 12. **Cosla Policy Position** - none
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**VOLUNTARY REDUNDANCY / EARLY RETIREMENT SCHEME / EFFICIENCY OF THE SERVICE    APPENDIX 1**
**Financial Implications 1 April 2018 - 31 March 2019**

| SERVICE                                    | No of Employees | FTE          | Total Annual Salary | Redundancy     | Enhanced Element of Pension | Enhanced Element of Lump Sum | Strain / Factored Costs | Payment in Lieu of Notice | Full Year Savings |
|--|-----------------|--------------|---------------------|----------------|-----------------------------|------------------------------|-------------------------|---------------------------|-------------------|
| Finance and Resources and Chief Executives | 14.00           | 13.46        | 561,024             | 168,956        | 38,680                      | 12,893                       | 774,087                 | -                         | 561,024           |
| Environment & Infrastructure               | 2.00            | 2.0          | 136,486             | 55,824         | 5,919                       | 1,973                        | 193,023                 |                           | 136,486           |
| Health and Social Care Partnership         | 21.00           | 19.07        | 776,987             | 286,636        | 64,099                      | 21,366                       | 798,099                 |                           | 629,987           |
| Teachers                                   | -               | -            | -                   | -              | -                           | -                            | -                       | -                         | -                 |
| <b>TOTALS</b>                              | <b>37.00</b>    | <b>34.53</b> | <b>1,474,497</b>    | <b>511,416</b> | <b>108,698</b>              | <b>36,233</b>                | <b>1,765,209</b>        | <b>-</b>                  | <b>1,327,497</b>  |