

## **FC70. SEVERANCE POLICY**

There was submitted joint Report (circulated) dated 23 November 2010 by the Directors of Corporate and Neighbourhood Services and of Finance Services (a) advising that the Council's Voluntary Severance Policy had been reviewed in light of changes to pension scheme regulations and to reflect the changing requirements of the Council in the current economic climate; (b) highlighting that the policy now includes guidance on managing severance, voluntary redundancy and compulsory redundancy situations, and (c) presenting a draft Severance Policy, for approval and for immediate implementation.

Councillor C Martin, seconded by Councillor C MacDonald, moved that Council approves the proposed draft Severance Policy for immediate implementation.

By way of an Amendment, Councillor Alexander, seconded by Councillor Coleman, moved that Council "agrees to continue consideration of the Report to allow for further consultation with the Trades Unions and political groups within Falkirk Council and that officials bring forward a policy which matches modern needs within Scottish Local Government."

In terms of Standing Order 21.4 (i), a vote was taken by roll call, there being 26 members present, with voting as undernoted:-

For the Motion (15) – Provost Reid; Depute Provost Black; Councillors Buchanan, Goldie, Gow, Lemetti, C MacDonald, Mahoney, C Martin, C R Martin, McLuckie, McNeill, Nicol, Patrick and Waddell.

For the Amendment (11) – Councillors Alexander, Coleman, Constable, Hughes, Jackson, Kenna, Meiklejohn, Oliver, Ritchie, Spears and Thomson.

Accordingly, **AGREED** to approve the proposed Severance Policy, as appended to the Report, for immediate implementation.