

VJB4. VOLUNTARY SEVERANCE REPORT

The Board considered a report by the Assessor and Electoral Registration Officer Presenting a Voluntary Severance Policy for approval.

The Board faces an anticipated shortfall in funding of £387k by 2017/18. It was proposed, in addition to other measures, that all staff are invited to apply for Voluntary Severance. To underpin the process a draft Voluntary Severance Policy was presented. If approved it was intended to invite all staff to consider its terms with a view to approve all staff leaving the service by 31 March 2016.

The offer of Voluntary Severance will incur costs in the year of decision. In order to support costs in 2015/16 it was proposed that £200k is allocated from reserves to an employment fund. The cost of any package will be recovered within 2 years.

The Board discussed the detail and application of the Policy, in particular in comparison to the Boards Redundancy Policy.

Decision

The Board Agreed:-

- (1) the proposed 'Voluntary Severance Policy' and 'Voluntary Severance Employee Fact Sheet'; and**
- (2) the use of £200k of reserves to fund the costs associated with Voluntary Severance.**