

Summary Sheet
Staffing Committee Report

Title
Voluntary Severance Update 2016

Is this a Key Decision and has it been included on the Forward Plan?
No

Director Approving Submission of the Report
Commissioner Manzie

Ward(s) Affected
None

Executive Summary
This report provides detail of the recent voluntary severance exercise

Recommendations

To note progress

List of Appendices Included
None

Background Papers
Budget Reports
All Service Review Proposals
Voluntary Severance Team Briefing
Early Release Panel Voluntary Severance report

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Early Release Panel

Council Approval Required
No

Exempt from the Press and Public
No

Pay issues April 2016

1. Recommendations

- 1.1 Staffing Committee are asked to note the position following the recent opportunity for employees to apply for voluntary severance

2. Background

- 2.1 In order to help the Council towards addressing the £41m funding gap it is facing over the next three years it was agreed to provide employees with a time limited opportunity to apply for voluntary severance.
- 2.2 A window for expressions of interest, opened in October 2015, attracted 459 applications for figures and 231 of these employees asked for their application to be put forward for consideration.
- 2.3 Strategic Leadership Team, Elected Members and Commissioner Sir Myers approved 123 of these applications which will generate a recurrent annual salary saving of £3.2m.
- 2.4 A further 34 applications, predominately in Adult Social Care, are awaiting final determination as to whether they can be supported. If all of these applications can be supported they would generate a recurrent annual salary saving of £960k.

3. Key Issues

- 3.1 The offer of voluntary severance provides an opportunity to mitigate the need for compulsory job losses.

4. Options considered and recommended proposal

- 4.1 This report is presented for information.

5. Consultation

- 5.1 Consultation on budget proposals is ongoing with Elected Members, Service Users and Staff.

6. Timetable and Accountability for Implementing this Decision

- 6.1 This report is presented for information. Employees are being released on voluntary severance in accordance with the needs of the service and in order to achieve savings.

7. Financial and Procurement Implications

- 7.1 Recurrent annual salary savings of £3.2m have been achieved which potentially could rise to £4.1m should all remaining applications be supported.

8. Legal Implications

8.1 Employment statutory rights and contractual obligations have to be adhered to.

9. Human Resources Implications

9.1 Applications for voluntary severance are considered against both the financial case in generating a saving and the business needs of the organisation.

10. Implications for Children and Young People

10.1 Maintaining and improving services are critical in this priority area and this is reflected in consideration of the business needs for applications put forward.

11 Equalities and Human Rights Implications

11.1 Applications for voluntary severance are considered in relation to business needs and achievement of savings. Fairness and equality is applied in such considerations.

12. Implications for Partners and Other Directorates

12.1 None

13. Risks and Mitigation

13.1 This report is presented for information.

14 Accountable Officer(s)

14.1 Managing Director Commissioner, Stella Manzie.

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Approvals Obtained from:-

Managing Director Commissioner Manzie

Director of Legal Services:- Catherine Parkinson

Strategic Director Finance & Corporate Services:- Stuart Booth