

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CHIEF EXECUTIVE'S OFFICE

HEAD OF HUMAN RESOURCES – S.REES

28th November, 2016

Matter for Information

Wards Affected: all wards

Voluntary Redundancy Scheme 2016 – Update Report

1. Purpose of Report

To provide Members with an update on expressions of interest submitted and associated actions to date in relation to the Voluntary Redundancy (VR) Scheme which was launched on 22nd October 2016.

2. Background information

This Scheme was launched on 24th October 2016 and the deadline for expressions of interest to be submitted is 25th November 2016.

3. Update on Expressions of Interest

Attached as Appendix 1, is a schedule of expressions of interest received and their current status, as at 17th November 2016. A table showing expressions of interest received, broken down into Heads of Service is also attached as Appendix 2. A further update will be provided at Committee.

Heads of Service are making decision on each expression of interest and these decisions are being actioned by HR Officers, Payroll officers and the City and County of Swansea Pension Section.

In order for the necessary savings to be made, all VR leavers are to exit the authority by no later than 31st March 2017. Attached as Appendix 3, is a Timetable for Actioning VR Expressions of interest. This has been

developed to ensure that all necessary actions are completed so that the 31st March 2017 leaving date is achieved.

4. Risk Management

The Scheme is designed to limit the risk of Compulsory Redundancy as a result of the Council's cost reduction measures.

5. Financial Impact

Heads of Service must authorise a business case setting out that the total costs of the VR does not exceed the criteria of the Scheme and confirm that the post occupied by the VR leaver will be deleted to secure savings.

6. Consultation

There is no requirement under the Constitution for external consultation on this item.

7. Equality Impact Assessment

A full equality impact assessment will be carried out at the end of the VR process.

8. Recommendation

It is **RECOMMENDED** that Members **NOTE** the update in relation to the VR Scheme.

FOR INFORMATION.

9. Officer contact

Sheenagh Rees, Head of Human Resources, Email – s.rees5@npt.gov.uk or tel. 01639 763315

10. Appendices

Appendix 1 – Expressions of Interest as at 17th November, 2016
Appendix 2 – Progress by Head of Service as at 17th November, 2016

Appendix 3 – Timetable for Actioning VR Expressions of Interest

11. **List of Background Papers**

None.