



ORGANISATIONAL RESTRUCTURE – SERVICE REVIEW OUTCOME

1 PURPOSE OF REPORT

- 1.1 To present a severance package as a result of a compulsory redundancy that exceeds £100,000.

2 LINKS TO COUNCIL'S PRIORITIES AND OBJECTIVES

- 2.1 This item has links to all Council priorities and objectives.

3 RECOMMENDATION

- 3.1 It is proposed that Council **RESOLVES**

To note the dismissal of the individual identified in confidential Appendix A by means of compulsory redundancy.

4 INTRODUCTION

- 4.1 This report comes to Council as it is a requirement within the Council's Pay Policy Statement that severance packages for staff leaving the Council of £100,000 and above will be presented for approval by full Council.
- 4.2 The Pay Policy Statement specifies that for severance packages of £100,000 and above relating to compulsory redundancy, these will be presented for noting by full Council.
- 4.3 Full details of the severance package will be presented including Payment In Lieu of Notice (PILON) where applicable, redundancy compensation, holiday pay and any other payments.
- 4.4 Other payments include pension strain and for clarity, these payments are made directly to the Pension Fund rather than the individual.
- 4.5 Payment in Lieu of Notice will be avoided where possible and individuals will work their notice period where possible, rather than receive PILON.

5 BACKGROUND

- 5.1 As part of the Council's service review work, a comprehensive review of the service identified in Confidential Appendix A has been undertaken. As a result of the review, and proposed changes to the staffing structure, a consultation was undertaken with all impacted staff members.
- 5.2 As part of the proposals, the post identified in Confidential Appendix A was proposed for deletion. In line with the Council's Managing Organisational Change Policy this resulted in the postholder being placed 'at risk' of compulsory redundancy.
- 5.3 Where an individual is 'at risk' of redundancy the Council will explore all available suitable alternative roles.
- 5.4 The new roles proposed as part of the service review structure were not an automatic match for the 'at risk' postholder and there were no suitable alternative vacancies identified during the consultation period.
- 5.5 As such the postholder was made compulsorily redundant effective 22 November 2024.
- 5.6 As a result of the service review work, this service now has in place a structure that will enable the right people in the right place to support the Council moving forward in achieving its priorities.

6 FINANCIAL IMPLICATIONS

- 6.1 Calculated in line with the Council's Redundancy Policy, the total cost of the redundancy of the individual set out in Confidential Appendix A, inclusive of amounts payable to the Essex Pension Fund, is £134,454.82.
- 6.2 There is no element of discretionary payment in the calculation of the redundancy sum which is comprised solely of sums which are statutorily and contractually due.

7 LEGAL IMPLICATIONS

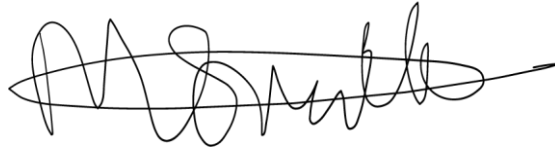
- 7.1 Noting a severance package over £100,000 at Full Council, which arises as a result of compulsory redundancy, is set out within the Council's Pay Policy Statement.
- 7.2 The dismissal is necessary as a compulsory redundancy, compliant with Council HR policies and employment law.

8 HUMAN RESOURCES IMPLICATIONS

- 8.1 The consultation and subsequent compulsory redundancy of the postholder has been carried out in line with the Council's relevant HR policies.

9 EQUALITY AND DIVERSITY IMPLICATIONS

- 9.1 An Equality Impact Assessment has been completed and found there to be no impacts (either positive or negative) on protected groups as defined under the Equality Act 2010.



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Background Papers:-

None.

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