

Bolsover District Council

29 March 2017

Early Voluntary Release Policy

Report of the Joint Assistant Director – HR & Payroll

Purpose of the Report

- To ask Council to introduce an Early Voluntary Release Policy to give the Chief Executive flexibility when managing organisational change, workforce planning and budgetary constraints.

1 Report Details

- 1.1 The attached report and draft policy went to the Council's Union Employee Consultation Committee (UECC) on 9 March 2017 and the minute is attached.

2 Conclusions and Reasons for Recommendation

- 2.1 As outlined in the report presented to UECC.

3 Consultation and Equality Impact

- 3.1 As outlined in the report presented to UECC.

4 Alternative Options and Reasons for Rejection

- 4.1 As outlined in the report presented to UECC.

5 Implications

5.1 Finance and Risk Implications

There would be financial implications in terms of redundancy payments and pension strain costs (for employees 55 years or over). However, in order for an early release to be viable, a cost saving should be demonstrated, usually over a three year period, or wider efficiencies achieved.

The risk of not utilising an early voluntary release solution would mean that potentially, in future, the Council may have no option but to utilise its compulsory redundancy scheme when staffing numbers need to be reduced in order to achieve financial savings.

5.2 Legal Implications including Data Protection

None arising specifically from this report.

5.3 Human Resources Implications

All outlined in the report.

6 Recommendations

6.1 That Council approve the Early Voluntary Release Policy.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No.
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	Transforming our Organisation

8 Document Information

Appendix No	Title
	Minute from UECC Report presented at UECC Draft Early Voluntary Release Policy
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
Stephanie Barker	2237