

**RECOMMENDED ITEM FROM UNION/EMPLOYEE CONSULTATION  
COMMITTEE HELD ON 9<sup>TH</sup> MARCH 2017**

**\*. EARLY VOLUNTARY RELEASE POLICY**

Committee considered a report of the Assistant Director – HR & Payroll which sought approval to introduce an Early Voluntary Release Policy.

Although there was no requirement for the Council to have an enhanced redundancy scheme for either compulsory or voluntary redundancies, the introduction and use of voluntary early release would maximise the flexibility of workforce planning and mitigate the necessity for compulsory redundancies in future, though this could not be guaranteed in the current financial climate.

There were a number of circumstances where early voluntary release may be under consideration for an employee; these could relate to the individual situation of an employee if it enabled flexibility for change, or be through the result of employer-led organisational change.

Each application would need to be decided taking into account all considerations and be based on sound business reasons and affordability in both the short and long term.

The policy would not replace the existing compulsory redundancy scheme that was currently in place.

A Unison representative welcomed the policy and stated that Unison was happy with the scheme put forward, however, Unison would like to see measures that involve reductions in staffing numbers as a last resort even on a voluntary basis.

Moved by Councillor K. Reid and seconded by Councillor A. Joesbury  
**RECOMMENDED** that Council approve the Early Voluntary Release Policy.

(Assistant Director – HR and Payroll/Governance Manager)