

WIRRAL COUNCIL

THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

22 MARCH 2012

SUBJECT:	EARLY VOLUNTARY RETIREMENT/VOLUTARY SEVERANCE REQUESTS: SCP 49 AND OVER
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF LAW, HR AND ASSET MANAGEMENT
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR TOM HARNEY
KEY DECISION? <i>(Defined in paragraph 13.3 of Article 13 'Decision Making' in the Council's Constitution.)</i>	YES

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to request approval from Members for the release of an employee who is over spinal column point (SCP) 49 through Early Voluntary Retirement (EVR)/ Voluntary Severance (VS) on 31 March 2012 and to approve the deletion of the post as a result.
- 1.2 By virtue of paragraph(s) 1 of Part 1 of Schedule 12a of the Local Government Act, 1972, this report is exempt as it contains personal information which can be used to identify individuals.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The Chief Executive wrote out to all employees on 17 January 2012 inviting all employees (non schools) to express their interest in leaving the Council under the current Early Voluntary Retirement (EVR) / Voluntary Severance (VS) scheme.
- 2.2 There are 19 employees in total who can be released from the Council on EVR/VS. There is one employee who is over spinal column point (SCP) 49 whom we will recommend releasing by 31 March 2012 in order to realise the savings from the position. The details for this employee are outlined in Appendix One.

3.0 SERVICE AND STRUCTURAL IMPLICATIONS

- 3.1 The release of this post will not materially affect service delivery.

- 3.2 The development work on CLLD will now be mainstreamed to the team of Foundation Consultants. The responsibilities of this post holder will be shared across the team of Foundation Consultants.

4.0 RELEVANT RISKS

None Identified

5.0 OTHER OPTIONS CONSIDERED

5.1 N/A

6.0 CONSULTATION

6.1 Consultation regarding the process has taken place with recognised Trade Unions.

7.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

7.1 N/A

8.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

8.1 The requirements for authorisation of EVR/VS for any employee is based upon regard to all the circumstances including the best interests of the Council and that any additional pension costs to the Council can be contained within existing budgets.

8.2 The cost to the Council for the employee is provided at Appendix One: M37 Application for Early Retirement.

8.3 The annual savings for the release of this employee is £47,117, with a total saving over 5 years of £140,443.

9.0 LEGAL IMPLICATIONS

9.1 N/A

10.0 EQUALITIES IMPLICATIONS

10.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

Yes.

An Equality Impact Assessment has been conducted which can be found using the following link:

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/law-hr-asset-management>

11.0 CARBON REDUCTION IMPLICATIONS

11.1 N/A

12.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

12.1 N/A

13.0 RECOMMENDATION/S

13.1 The Employment and Appointments Committee approves the release of this employee as set out in Appendix One.

13.2 The Employment and Appointments Committee approve the deletion of the post as set out in Appendix One.

14.0 REASON/S FOR RECOMMENDATION/S

14.1 The release and subsequent deletion of this post will result in savings for the Council, without materially affecting service delivery.

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APPENDICES

Appendix One: Over SCP 49 Request for Early Voluntary Retirement / Voluntary Severance

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Previous requests for EVR/VS have been considered by the Council's Employment and Appointments Committee.	

