

## Range of options for the Enhanced Discretionary Severance Scheme – costs based on 10% of the workforce

	Severance calculation	Cost	Reduction from Current Scheme	% Saving	Cost above Statutory
1	2.2 multiplier (current scheme)	£6,585,818	N/A	N/A	£4,222,035
2	Statutory Redundancy (capped)	£2,363,783	£4,222,035	64.11%	Nil
3	Statutory Redundancy (uncapped)	£2,993,553	£3,592,265	54.55%	£629,770
4	2 Scheme Proposal	£3,843,535	£2,742,283	41.64%	£1,479,752
<b>Multiplier Options</b>					
5	2.0 multiplier	£5,987,107	£598,711	9.09%	£3,623,324
6	1.8 multiplier	£5,388,397	£1,197,421	18.18%	£3,024,614
7	1.5 multiplier	£4,490,330	£2,095,488	31.82%	£2,126,547
<b>Flat weeks options</b>					
8	2.2 flat weeks	£5,453,966	£1,131,852	17.19%	£3,090,183
9	2.0 flat weeks	£4,958,151	£1,627,667	24.71%	£2,594,368
10	1.8 flat weeks	£4,462,336	£2,123,482	32.24%	£2,098,553
11	1.5 flat weeks	£3,718,613	£2,867,205	43.54%	£1,354,830