

A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme - based on 10% of the workforce

Severance Calculation	Capped			Uncapped		
	Cost	% of Current costs	Cost above the Statutory Scheme	Cost	% of Current costs	Cost above the Statutory Scheme
Statutory Scheme	£2,479,289	36.6%	£0	£3,082,967	45.5%	£603,678
Multiplier Options						
1.2	£2,975,147	43.9%	£495,858	£3,699,560	54.5%	£1,220,271
1.5	£3,718,934	54.8%	£1,239,645	£4,624,450	68.2%	£2,145,161
1.7	£4,214,791	62.1%	£1,735,502	£5,241,044	77.3%	£2,761,755
1.8	£4,462,720	65.8%	£1,983,431	£5,549,340	81.8%	£3,070,051
2.0	£4,958,578	73.1%	£2,479,289	£6,165,934	90.9%	£3,686,645
2.2 Current	£5,454,436	80.4%	£2,975,147	£6,782,527	100.0%	£4,303,238
Flat Week Options						
1.5	£3,038,485	44.8%	£559,196	£3,764,522	55.5%	£1,285,233
1.7	£3,443,617	50.8%	£964,328	£4,266,458	62.9%	£1,787,169
1.8	£3,646,182	53.8%	£1,166,893	£4,517,426	66.6%	£2,038,137
2.0	£4,051,314	59.7%	£1,572,025	£5,019,363	74.0%	£2,540,074
2.2	£4,456,445	65.7%	£1,977,156	£5,521,299	81.4%	£3,042,010
Two Scheme Option						
1.0 Over £21,000						
2.2 Under £21,000	N/A			£3,848,167	56.7%	£1,368,878

Based on estimate at 31 March 2013, employees in post at 28 January 2013
 Statutory Cap = £450 per week (effective 1 February 2013)