

## A range of options, with costs, for the Council's Enhanced Discretionary Severance Scheme - based on 15% 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	£3,718,934	36.6%	£0	£4,624,450	45.5%	£905,517
<b>Multiplier Options</b>						
1.2	£4,462,720	43.9%	£743,787	£5,549,340	54.5%	£1,830,407
1.5	£5,578,400	54.8%	£1,859,467	£6,936,676	68.2%	£3,217,742
1.7	£6,322,187	62.1%	£2,603,254	£7,861,566	77.3%	£4,142,632
1.8	£6,694,081	65.8%	£2,975,147	£8,324,011	81.8%	£4,605,077
2.0	£7,437,867	73.1%	£3,718,934	£9,248,901	90.9%	£5,529,967
2.2 Current	£8,181,654	80.4%	£4,462,720	£10,173,791	100.0%	£6,454,857
<b>Flat Week Options</b>						
1.5	£4,557,728	44.8%	£838,794	£5,646,783	55.5%	£1,927,849
1.7	£5,165,425	50.8%	£1,446,491	£6,399,687	62.9%	£2,680,754
1.8	£5,469,274	53.8%	£1,750,340	£6,776,140	66.6%	£3,057,206
2.0	£6,076,971	59.7%	£2,358,037	£7,529,044	74.0%	£3,810,110
2.2	£6,684,668	65.7%	£2,965,734	£8,281,949	81.4%	£4,563,015
<b>Two Scheme Option</b>						
1.0 Over £21,000	N/A			£5,772,250	56.7%	£2,053,316
2.2 Under £21,000						

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