

WIRRAL COUNCIL

THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

21 SEPTEMBER 2015

SUBJECT:	EARLY VOLUNTARY RETIREMENT REQUEST
WARD/S AFFECTED:	ALL
REPORT OF:	CHIEF EXECUTIVE
KEY DECISION	NO

1.0 EXECUTIVE SUMMARY

- 1.1 The purpose of the report is to request approval from The Employment and Appointments Committee for the release of the Strategic Director, Regeneration and Environment, Kevin Adderley.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 Mr Adderley has been employed by Wirral Council for 10 years and 7 months in a number of roles. His current role is Strategic Director of Regeneration and Environment.
- 2.2 Mr Adderley has requested Voluntary Severance/Early Voluntary Retirement under the terms of the Council's Severance Scheme.
- 2.3 In February 2014, Council agreed to make £9.4m savings from remodelling over two years 2015/16 and 2016/17. Additionally, in February 2015, Council agreed a further £1.5m saving from a reduction in senior management costs in 2015/16.
- 2.4 Over the past 15 months 309 employees have left the Council. The Council has sought volunteers for severance/early retirement as part of the remodelling process.
- 2.5 The Regeneration and Environment strategic area includes the following services: Waste and Environment, Parks and Countryside, Highways Management, Traffic and Transport, Regulation Trading Standards Environmental Health, Housing and Regeneration, Planning, Building Control and Cultural Services, Strategic Investment and business development.
- 2.6 There are three Chief Officers who manage these areas who report to the Strategic Director and there is a Senior Manager who has responsibility for Strategic Investment.
- 2.7 Work has commenced on reviewing the Council's future operating model. We must consider the full range of options for delivering services in the most appropriate and

cost effective way, focused on delivering outcomes for residents of Wirral in line with the approved Wirral Council Plan.

- 2.8 A report will be brought forward in due course setting out the options and recommendations for the Council's Operating Model. Some changes may be delivered in short term and some will be phased over a longer period.
- 2.9 Whilst, still at an early stage, potential options for changes to service delivery mean that the post of Strategic Director (Regeneration and Environment) may no longer be required or the duties required may be significantly different in any new delivery model.
- 2.10 On that basis it is proposed that Mr Adderley's request be approved as a management saving at this stage.
- 2.11 If agreed, an interim structure will be required. It is proposed that the Council's Head of Asset Management /Assistant Chief Executive takes line management responsibility for posts currently reporting to Strategic Director, Regeneration and Environment. There are no additional costs associated with this arrangement.
- 2.12 Under paragraphs 5e and 10d and e, Part 3 Schedule 4A Part 1 of the Scheme of Non-Executive Delegation of Functions to Officers (set out in the Council's Constitution), the Chief Executive has delegated authority to approve the request and interim structure:
- 2.13 Para 5e: In relation to all delegated authority conferred on the directors by this scheme, the Head of Paid Service may allocate or re-allocate responsibility for exercising particular powers to any officer of the Council in the interests of effective corporate management as he or she thinks fit. He will notify the Head of Legal and Member Services of any such change. The Head of Legal and Member Services will amend the Constitution as necessary.
- 2.14 Para 10d: To determine staffing arrangements within approved budgets, subject to agreement on grading with the Head of Paid Service and conformance with Council policies.
- 2.15 Para 10e: To take all action to recruit, appoint, develop, manage and reward employees within approved Council policies and procedures (including operation of policies for discipline and dismissal, voluntary severance, early retirement, redundancy and redeployment) and relevant conditions of service.
- 2.16 However, in view of the seniority of this post, it is considered appropriate for the request to be considered by Employment and Appointments Committee. This is consistent with paragraph 7 of the above mentioned Scheme of delegation which states:
- 2.17 In deciding whether or not to exercise such delegated powers, the Directors should consider whether to consult the appropriate committee Chair and have regard to their views. Officers shall always be entitled to refer matters for decision to the appropriate member body or council where they consider it expedient to do so.

3.0 RELEVANT RISKS

3.1 None

4.0 OTHER OPTIONS CONSIDERED

4.1 None

5.0 CONSULTATION

5.1 None

6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

6.1 None

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

7.1 The cost of severance is £49,057. This is the employee's entitlement based on service and weekly salary in accordance with Council's current severance scheme. Mr Adderley's notice period is three months.

7.2 The salary saving from deletion of this post would be £150,675 per annum including on-costs.

7.3 The approximate cost to the Council of the early release of pension will be available to the Committee at the meeting.

7.4 The cost of early payment is based on estimates supplied by Merseyside Pension Fund.

7.5 The cost of the early release of the pension is payable to Merseyside Pension Fund directly.

8.0 LEGAL IMPLICATIONS

8.1 None

9.0 EQUALITIES IMPLICATIONS

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

(b) No because there is no relevance to equality.

10.0 CARBON REDUCTION IMPLICATIONS

10.1 None

11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

11.1 None

12.0 RECOMMENDATION/S

12.1 That the Employment and Appointments Committee approves the request for Voluntary Severance/Early Voluntary Retirement made by Mr Kevin Adderley.

13.0 REASON/S FOR RECOMMENDATION/S

13.1 Having regard for all the circumstances including the best interests of the Council the above recommendation is proposed for consideration.

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REFERENCE MATERIAL

None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date