



Northumberland County Council

COUNTY COUNCIL

22nd February 2023

Approval of Voluntary Redundancy Requests

Report of the Chief Executive and Interim Head of HR/OD

Purpose of the Report

This report asks Council to receive and consider the report and the recommendations of the Staff and Appointments Committee, in respect of approving two voluntary redundancies.

The Staff and Appointments Committee meet on 20 February 2023, and due to the timings it is not possible to include their recommendations in advance of deadlines for papers to be submitted. The report outlining their recommendations will be submitted prior to the Council meeting.

The link to the full report to be considered by Staff and Appointments Committee is included below:

[Agenda for Staff and Appointments Committee on Monday, 20th February, 2023, 10.00 am - Northumberland County Council \(moderngov.co.uk\)](#)

It outlines a number of Voluntary Redundancy requests that are recommended to be progressed as they are linked to the tier 3 & 4 restructure. County Council only needs to approve those where the exit package exceeds £100,000, of which there are two.

Recommendations

Full Council is asked the following;

To approve the recommendations from the Staff and Appointments Committee held on 20 February 2023. It has been recommended to the Committee that they approve;

1. The voluntary redundancy request of the Director of Housing and Public Protection
2. The voluntary redundancy of the Revenues and Benefits Manager

Links to the Corporate Plan

The Caller Report called for stability, and exercises have been ongoing to develop a permanent and sustainable structure for the top 4 tiers of the organisation. That process has been concluded at Chief Executive and Executive Director level and the proposed structure for tiers 3 and 4 is inextricably linked to the approval of the VR requests outlined within the attached report.

Key Issues

1. The Council are instigating the tier 3 and 4 restructure and to facilitate that, the Staffing and Appointments Committee meeting on 20 February 2023 have received recommendations to approve the proposed structure so consultation can commence.
2. To accommodate the proposed structure, a number of voluntary redundancy requests have been recommended to be approved.
3. Two of the voluntary redundancies have exit packages that exceed the £100,000 threshold meaning that they require the approval of Full Council.
4. Due to the proximity of the Staffing and Appointments Committee to County Council, the report and recommendations are not available and will be submitted as soon as practicable following the committee meeting.

Pay Policy

The Council's Pay Policy states: "The Staff and Appointments Committee has delegated authority from the full Council to approve severance and redundancy payments for Chief and Deputy Chief Officers. For clarity, this requirement applies to all those posts that fall into the scope of s43 of the Localism Act and all Heads of Service. All exit packages over £100,000 will be approved by full Council."

As the exit packages for the two employees exceeds £100,000 their applications require full Council approval.

Implications:

Policy	The process has followed the Council's Management of Organisational Change Policy and Redundancy Policy.
Finance and value for money	<p>Please see attached report that went to the Staffing and Appointments Committee for a detailed breakdown of the costs and savings associated with the restructure as a whole and the payments that need approved associated with the individuals.</p> <p>The cost of the redundancies will be met from the Council's Restructuring Reserve.</p> <p>The best value duty, as set out in section 3 of the Local Government Act 1999 ("the 1999 Act"), provides that "A best</p>

	value authority must make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness". The best value duty is relevant to local authority duties to deliver a balanced budget (Part 1 of the Local Government Finance Act 1992), provide statutory services and secure value for money in spending decisions.
Legal	<p>The definition of a redundancy is as follows:</p> <p>The dismissal of an employee will be by reason of redundancy if it is "wholly or mainly attributable to" the employer:</p> <ul style="list-style-type: none"> • Ceasing or intending to cease to carry on the business for the purpose of which the employee was employed by it (business closure) • Having a reduced requirement for employees to carry out work of a particular kind or to do so at the place where the employee was employed to work (reduced requirement for employees) <p>The proposed payments owed to the post holders within this report are a legal requirement in a redundancy situation. The process has followed the Council's Redundancy Policy which is reviewed regularly in accordance with The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations.</p>
Procurement	There are no procurement implications.
Human Resources	The process has followed the Council's Management of Organisational Change Policy and Redundancy Policy.
Property	There are no property implications.
Equalities (Impact Assessment attached)	All applicants approached the Council and applied for voluntary redundancy and are the sole post holders.
Yes <input type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	
Risk Assessment	No implications
Crime & Disorder	No implications
Customer Consideration	No implications
Carbon reduction	No implications
Health and Wellbeing	Affected employees have been supported through the process
Wards	The recommendations not related to any particular ward but cover the whole of Northumberland.

Background papers:

N/A

Report sign off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Monitoring Officer / Interim Director of Corporate Governance	Suki Binjal
Executive Director of Finance & S151 Officer	Jan Willis
Chief Executive	Helen Paterson in conjunction with the Interim Head of HR/OD
Portfolio Holder(s)	Staff & Appointment Committee

Authors and Contact Details

Helen Paterson –Chief Executive and Head of Paid Service
Sarah Farrell – Interim Head of Service - HR/OD