

## Response to Request for Information

Reference      FOI 000035  
Date            4 April 2016

### ***Redundancy/Compulsory Redundancy***

#### **Request:**

1. How many staff have left the council because of redundancy in 2015, 2014 and 2013 - please state how many of these left through compulsory redundancy.

#### **Voluntary Redundancy**

2013 – 113  
2014 – 630  
2015 – 235

#### **Compulsory Redundancy**

2013 - 82  
2014 - 147  
2015 - 87

2. How much has been paid to staff leaving in redundancy payments in each of the three years

#### **Voluntary Redundancy**

2013 - £1,080,283.81  
2014 - £6,272,380.34  
2015 - £2,266,210.30

#### **Compulsory Redundancy**

2013 - £637,825.10  
2014 - £470,047.31  
2015 - £487,423.08

In late 2013, the Council introduced a voluntary redundancy programme, to support the strategy for identifying budget reductions. Each case is assessed individually to see if the post can be removed from the Council structure, and will only be accepted if that is feasible and the on-going benefit to the Council is greater than the redundancy payment incurred. In order to control these costs the Council has an agreed policy whereby the cost of voluntary redundancy must be fully repaid through the resulting savings of losing the post within an 18 month period. Only in exceptional circumstances, and where specific approval is sought from councillors, will the payback period be extended. It is important to note, that the Council avoids making compulsory redundancies wherever it can, however these cannot be avoided altogether. Compulsory redundancies are mitigated as far as is possible through seeking voluntary redundancies in the first instance, and through access to redeployment. However given the volume and range of budget reductions required, there will be reductions in services and employee numbers which will require fair and due process to be followed regarding consultation, selection and implementation of any compulsory redundancies. The Council ensures that appropriate support is made available to employees who are at risk of and selected for redundancy, and works with partner and external agencies to provide support.'

[NOT PROTECTIVELY MARKED]

Whilst it would be very time consuming to quantify the exact savings arising from redundancies it is important to note that the redundancy programme has contributed significantly to the achievement of budget reductions in excess of £175.0 million over the last six financial years. The Medium Term Financial Strategy assumes the achievement of further budget reduction proposals amounting to £37.4 million over the four year period to 2019/20, with the Council now focused on finding further budget reductions estimated at £54.6 million by 2019/20.