
Report to: Cabinet **Date of Meeting:** 16 February 2012

Subject: Redundancy Pay Policy

Report of: Director of Corporate Support Services **Wards Affected:** All

Is this a Key Decision? No

Is it included in the Forward Plan?
No

Exempt/Confidential

No

Purpose/Summary:

Further to Minute No. 33 of the meeting of the Overview and Scrutiny Committee (Performance and Corporate Services) held on 6th September 2011, the Cabinet at its meeting on 10th November 2011 considered the report of the Head of Corporate Personnel in relation to a survey of the redundancy payments in other Councils.

It was resolved that:

- (i) the report be noted; and
- (ii) the Director of Corporate Support Services be requested to raise the issue of redundancy pay policy across the region at the next meeting of the North West Employers (NWE) Human Resources (HR) Committee and report back to Cabinet.

The Director referred this matter to the meeting of the HR Committee on 6th December 2011 which he attended.

The purpose of this report is to confirm the outcome of the meeting relative to the matter in question.

Recommendation(s)

That the points highlighted by the North West Employers Human Resources Committee at its meeting on 6th December 2011, and confirmed in a letter of 16th December 2011 to the Director of Corporate Support Services, be noted.

How does the decision contribute to the Council’s Corporate Objectives?

<u>Corporate Objective</u>		<u>Positive Impact</u>	<u>Neutral Impact</u>	<u>Negative Impact</u>
1	Creating a Learning Community		✓	
2	Jobs and Prosperity		✓	
3	Environmental Sustainability		✓	
4	Health and Well-Being		✓	
5	Children and Young People		✓	
6	Creating Safe Communities		✓	
7	Creating Inclusive Communities		✓	
8	Improving the Quality of Council Services and Strengthening Local Democracy		✓	

Reasons for the Recommendation:

To respond to Minute No. 63 of the meeting of Cabinet held on 10th November 2011.

What will it cost and how will it be financed?

(A) Revenue Costs N/A

(B) Capital Costs N/A

Implications:

The following implications of this proposal have been considered and where there are specific implications, these are set out below:

Legal	N/A
Human Resources	N/A
Equality	
1. No Equality Implication	<input checked="" type="checkbox"/>
2. Equality Implications identified and mitigated	<input type="checkbox"/>
3. Equality Implication identified and risk remains	<input type="checkbox"/>

Impact on Service Delivery:

N/A

What consultations have taken place on the proposals and when?

The Head of Corporate Finance (FD.1266) and Head of Corporate Legal Services (LD. 662/12) have been consulted and any comments have been incorporated into the report.

Are there any other options available for consideration?

Not applicable in the context of reporting back the North West Employers (HR Committee) views

Implementation Date for the Decision

Following the expiry of the “call-in” period for the Minutes of the Cabinet/Cabinet Member Meeting

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Background Papers:

The following papers are available for inspection by contacting the above officer(s).

- Report to Overview & Scrutiny (Performance and Corporate Services) – 6.9.2011.
- Report to Cabinet – 10.11.2011
- Report of the North West Employers (NWE) Director of Workforce & Employment to the meeting of the NWEO HR Committee held on 6.12.2011.

COMMENTS

1. Further to Minute No. 33 of the meeting of the Overview and Scrutiny Committee (Performance and Corporate Services) held on 6th September 2011, the Cabinet at its meeting on 10th November 2011 considered the report of the Head of Corporate Personnel in relation to a survey of the redundancy payments in other Councils.
2. It was resolved that:
 - (i) the report be noted; and
 - (ii) the Director of Corporate Support Services be requested to raise the issue of redundancy pay policy across the region at the next meeting of the North West Employers (NWE) Human Resources (HR) Committee and report back to Cabinet.
3. The Director referred this matter to the meeting of the HR Committee on 6th December 2011 which he attended.
4. Attached at Annex A is a copy of a letter from the NWE's Director of Workforce & Employment confirming the details of the HR Committee's discussion.