

Supplementary Question on Leader's Statement

From Councillor Ives:

"The reason why I asked that question is that when we made that decision we were told it was going to be I think about a 17 month pay back period but that was dependent on the post not being replaced. It was replaced and then we were told it would be about a 20 odd month pay back period if it was replaced by one of the existing Heads of Service. The problem is that that post has been filled by one of the existing Heads of Service and there have been two new people appointed to the equivalent Head of Service. The question is how much has been saved by making that post redundant because if that position is just going to be filled by another person and that person's position is going to be filled by 2 new people I don't see where the savings have been achieved."

Written Response

"I write in response to a question asked of the Leader of Council which was raised at Full Council 8 December 2016. A supplementary question was asked based on the Leader's Statement about the savings generated by the agreement to approve the voluntary redundancy of the Corporate Director (post no CMT165) .

The cost of redundancy was reported to Council on the 7 July 2016. It was acknowledged in the meeting, via Members questions, that a bumped redundancy would occur further down the Organisation structure because the post of Corporate Director was not being made redundant. Where the actual bumped redundancy occurred could only be known after the post had been filled.

I can confirm that the bumped redundancy has now occurred and I have listed the grades of the deleted posts in the structure which have occurred as a result of this phase of the Voluntary Redundancy process. The deletion of these posts will achieve a total annual salary saving of £644,133 in 2017/2018. The cost to the Council is £554,793 which is a payback of under one year (314 days). I am very pleased to inform you that I have managed this process without the need for any compulsory redundancies. A transition plan is being finalised and the staff who will leave the Organisation on voluntary redundancy will leave in a phased way, all will have left by the end of March 2017.

The breakdown of the grades of the deleted posts is as follows;

- 1 x Corporate Director*
- 1 x Grade 10*
- 6 x Grade 7*
- 3 x Grade 6*
- 3 x Grade 5*
- 3 x Grade 4*
- 5 x Grade 3"*