

**SPECIAL EMPLOYMENT COMMITTEE MEETING: 21 NOVEMBER 2011**

**Original Resolution**

1. The City Council offers a voluntary severance scheme with a multiplier of 1.5 to all staff who will be under age 55 during the qualifying period and will be open to receive expressions of intention from 8 December 2011 to 5pm on 3 January 2012.
2. The voluntary redundancy scheme currently being run by the City Council will cease from 5pm on 7 December 2011.
3. The City Council will continue negotiations on a 2 year increment freeze from 2012 but if the voluntary severance scheme produces the required financial total, then the increment freeze will not be imposed.
4. Although every effort will be made to avoid compulsory redundancies, this provision will be kept in case it is required.
5. The voluntary severance scheme will not be open to those included on the list in Appendix 5 to the report presented at this meeting (as amended to include higher grade social workers).
6. Any other ideas from staff and unions during the consultation period to find the savings identified by the Section 151 Officer, be welcomed.

**Revised Resolution**

1. The City Council offers a voluntary severance scheme to all staff, with a multiplier of 1.5 for staff who will be under the age of 55 during the qualifying period and to staff over the age of 55 who are not members of the Local Government Pension Scheme (LGPS). Employees over the age of 55 who are members of the LGPS will be able to apply but will not be eligible for a severance payment but will have access to LGPS benefits.
2. The voluntary severance scheme will be introduced from 8.00 am on 8 December 2011 until 5.00 pm on 3 January 2012.
3. The voluntary redundancy scheme currently being run by the City Council will cease from 5pm on 7 December 2011.
4. The City Council will continue negotiations on a 2 year increment freeze from 2012 but if the voluntary severance scheme produces the required financial total, then the increment freeze will not be imposed.
5. Although every effort will be made to avoid compulsory redundancies, this provision will be kept in case it is required.
6. The Council will have discretion to exclude applications which is necessary in the business interests of the Council.
7. Any other ideas from staff and unions during the consultation period to find the savings identified by the Section 151 Officer, be welcomed.