

## SLOUGH BOROUGH COUNCIL

**REPORT TO:** Employment & Appeals Committee **DATE:** 22<sup>nd</sup> September 2011

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**WARD(S):** All

### PART I For Information

#### Redundancy and Retirement of Senior Officers

##### 1 Purpose of Report

This report contains a list of senior officers at first, second and third tier who have left the council since March 2011. First, second and third tier includes Strategic Directors, Assistant Directors and those third tier managers who reported into an Assistant Director.

##### 2 Recommendation

The Committee is requested to note the report.

##### 3 Other Implications

###### (a) Financial

Many of the redundancies at senior management level were made as part of the Council's 'Planning for the Future' efficiencies exercise. This savings plan was one of the Council's responses to the overall funding settlement for local government. The exercise achieved an overall annual recurring saving of £3.1 million. The one off cost of redundancies & retirement was £2.9 million, a payback period of less than 12 months

###### (b) Human Rights Act and Other Legal Implications (*compulsory section to be included in **all** reports*)

As part of the Council's Constitution, decisions taken on the redundancy/early retirement of a senior level officer need to be reported to Group Leaders, Cabinet and Employment and Appeals Committee as part of the Council's Significant Officer Decision process. (Overview and Scrutiny Procedure Rules Paragraph 21 (14))

###### (c) Equalities Impact Assessment

Equalities impact assessments were undertaken at a departmental level as part of the planning for the future exercise.

#### 4 **Supporting Information**

- 4.1 In line with the council constitution, Committee is informed annually of all first, second and third tier officers who have left the council. This reporting period includes staff who left the council under the planning for the future exercise and staff who left as part of service area restructure or changes. This period includes former ALMO staff affected by the housing service return to the council and the subsequent restructure.
- 4.2 The report contains the job titles of those staff that have left the council along with their leaving date and the reason for their departure.

#### 5 **Background Papers**

Appendix A - Part 2 - Exempt Information