



**DECISION OF COUNCILLOR NIGEL ASHTON, LEADER  
OF THE COUNCIL AND COUNCILLOR DAVID PASLEY  
THE EXECUTIVE MEMBER FOR HR, FINANCE, AND  
ASSET MANAGEMENT**

WITH ADVICE FROM THE DIRECTOR OF DEVELOPMENT AND  
ENVIRONMENT AND THE HEAD OF PERFORMANCE IMPROVEMENT  
AND HR

**DECISION NO 15/16DE 207**

**Subject: Redundancy**

**Background:**

A review of the structure of the Somerset Hall team has been undertaken and there is a reduced requirement for the role of Team Leader at Somerset Hall. Therefore this role is being removed from the staffing establishment and resources have been refocused to better meet the needs of the service.

**DECISION:**

It is recommended to approve this potential redundancy (in the event that further redeployment opportunities are not identified).

**Risk Assessment:**

Arrangements will be put in place to ensure that the residual services formally delivered by the postholder is assessed and any high risk elements will be delivered in a different way.

**Financial Implications:**

<b>Employee</b>	<b>Strain on Fund (£)</b>	<b>Redundancy Payment (£)</b>	<b>Total (£)</b>	<b>Salary Savings (£)</b>
Team Leader – Somerset Hall.	Nil	25,281	25,281	26,293

The savings in employment costs will off-set the severance within 11 months after which £26,293 becomes a net and recurring annual saving.

Signed .....  
Leader of the Council

Dated.....

Signed .....  
Executive Member for Finance, Human Resources and Asset Management

Dated.....

Signed .....  
Director of Development and Environment

Dated .....

Signed .....  
Head of Performance Improvement and HR

Dated.....