



**DECISION OF COUNCILLOR NIGEL ASHTON, LEADER OF THE COUNCIL, COUNCILLOR DAVID PASLEY THE EXECUTIVE MEMBER FOR HR, FINANCE, AND ASSET MANAGEMENT AND CLLR PETER BRYANT THE EXECUTIVE MEMBER FOR WASTE AND RECYCLING, ENVIRONMENT AND BUILDING CONTROL.**

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

**DECISION NO 15/16 DE 210**

**Subject : Environmental Protection Team**

**Background:**

A review of the Environmental Protection and licensing team has been undertaken and there is a reduced requirement for the role of Environmental Protection and Licensing Manager. 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>
Environmental Protection and Licensing Service Manager	79,894	31,941	111,835

The savings in employment costs (£67,341) will off-set the severance within 20 months. These costs take account of the proposed £95,000 on 'exit' payments.

Signed .....  
Leader of the Council

Dated.....

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

Dated.....

Signed .....  
Executive Member for Waste, Recycling, Environment and Building Control

Dated.....

Signed .....  
Director of Development and Environment

Dated .....

Signed .....  
Head of Performance, Improvement and Human Resources

Dated.....