

NORTH SOMERSET COUNCIL

**DECISION OF THE EXECUTIVE MEMBER FOR HUMAN RESOURCES,
ASSET MANAGEMENT AND FINANCE with advice from THE DIRECTOR
OF PEOPLE AND COMMUNITIES AND HEAD OF PERFORMANCE
IMPROVEMENT AND HUMAN RESOURCES**



DECISION NO: P&C 73

SUBJECT: To authorise the costs associated with the redundancy of a 0.41 fte position within the People and Communities Directorate.

DECISION: To approve the severance costs as a consequence of the redundancy of a Home Care Assistant at the end of March 2016

DETAIL: The post holder was recruited to the fixed term post of Home Care Assistant initially to cover temporary vacancies. The contract was then extended in connection with winter pressures/system resilience funding to ensure sufficient capacity for the service. However the reason the position will no longer exist is due to changes in the Home Care Service and cessation of winter pressures funding. Therefore the fixed term contract won't be extended and as they have over two years' service redundancy applies.

Redundancy Costs: £791.58

Strain on Pension Fund: £2,755.40

Alternatives Considered: Alternative employment through redeployment of the postholder will be sought.

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

Dated:

Confirmation of advice given:

Signed:
Director of People and Communities

Dated:

Signed:
Head of Performance Improvement and Human Resources

Dated: