



DECISION OF COUNCILLORS 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 HUMAN RESOURCES

DECISION NO 15/16 DE 221

Subject : Natural Environment Team – Access Officer (Contracts) - Redundancy

Background:

A review of the structure of the Natural Environment team has been undertaken and there is a reduced requirement for the role of Asset Officer (Contracts). 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.

DECISION:

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

Financial Implications:

Employee	Strain on Fund (£)	Redundancy Payment (£)	Total (£)	Salary Savings (£)
Access Officer (Contracts) – Natural	Nil	22,920	22,920	28,746

Environment Team.				
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The savings in employment costs will off-set the severance within 11 months after which £28,746 becomes a net and recurring annual saving.

Signed
Executive Member for Finance, Human Resources and Asset Management

Dated.....

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

Dated.....

Signed
Director of Development and Environment

Dated

Signed
Head of Performance, Improvement and Human Resources

Dated.....