

**NORTH SOMERSET COUNCIL  
DECISION**

**DECISION OF: COUNCILLOR DAVID PASLEY, THE EXECUTIVE MEMBER FOR  
HUMAN RESOURCES, ASSET MANAGEMENT, CAPITAL PROGRAMME,  
TRANSFORMATION PROGRAMME  
WITH ADVICE FROM: THE HEAD OF PERFORMANCE IMPROVEMENT AND HR  
DIRECTORATE: CORPORATE SERVICES**



**DECISION NO: CSD152**

**SUBJECT: Severance costs**

**KEY DECISION: NO**

**BACKGROUND:**

This relates to the deletion of an Accounting Technician post in Finance and Property Services, within Corporate Services

**DECISION:**

To make a redundancy payment resulting from a restructure within the Financial Management team.

**REASONS:**

Termination of employment following restructure of the service

**OPTIONS CONSIDERED:**

Redeployment has been considered but no suitable alternative roles are available.

**FINANCIAL IMPLICATIONS:**

The cost will be met within current budgets

**Costs**

Total costs of £13,496.64

**Funding**

The costs will be recouped through salary savings within 5 months

**LEGAL POWERS AND IMPLICATIONS**

None

**CONSULTATION**

Has taken place with the individuals concerned.

**RISK MANAGEMENT**

None

**EQUALITY IMPLICATIONS**

Have you undertaken an Equality Impact Assessment? Yes; none

**CORPORATE IMPLICATIONS**


The role has been removed from the staffing establishment.

**BACKGROUND PAPERS**

None

**SIGNATORIES:**

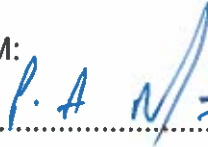
DECISION MAKER(S):

Signed: .....  .....

Title: Executive Member for Human Resources, Asset Management, Capital Programme, Transformation Programme

Date: .....

**WITH ADVICE FROM:**

Signed: .....  .....

Title: Head of Performance Improvement & HR.....

Date: ..... 16<sup>th</sup> FEBRUARY 2018 .....

**Footnote: Details of changes made and agreed by the decision taker since publication of the proposed (pre-signed) decision notice, if applicable:**

