

**NORTH SOMERSET COUNCIL
DECISION**

DECISION OF: EXECUTIVE MEMBER FOR HUMAN RESOURCES,
ASSET MANAGEMENT AND FINANCE WITH ADVICE FROM:
DIRECTOR OF DEVELOPMENT AND ENVIRONMENT AND HEAD OF
HR AND PERFORMANCE IMPROVEMENT



DECISION NO: DE196
SUBJECT: Severance costs
KEY DECISION: NO

BACKGROUND: This relates to a position of Passenger Assistant within the Home to School transport service.

DECISION: To make a severance payment to 1 passenger assistant with effect from 30th November 2017

REASONS: Termination of employment

OPTIONS CONSIDERED: Redeployment has been considered but options are limited and postholder is also employed part-time in a school.

FINANCIAL IMPLICATIONS:

Costs	based on stat redundancy	£4, 736.10
	pension strain	<u>£6, 555.32</u>
		<u>£11,291.42</u>

Post is 22.5 hours per week, term-time only. Salary cost (with on-costs) = £10,502 p.a.

Funding To be met from Home to School Transport Service budget

LEGAL POWERS AND IMPLICATIONS n/a

CONSULTATION with relevant employee

RISK MANAGEMENT n/a

EQUALITY IMPLICATIONS

Have you undertaken an Equality Impact Assessment? n/a

CORPORATE IMPLICATIONS n/a

BACKGROUND PAPERS n/a

SIGNATORIES:

DECISION MAKER(S):

Signed: Stanley

Title: Executive Member HR

Date: 6 November 2017

Signed:

Title:

Date:

WITH ADVICE FROM:

Signed: P. A. M.

Title: HEAD OF HR

Date:

Signed: [Signature]

Title: Director of Development & Environment

Date: 6/11/17

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