Delegated Decision No. P&C 44
Cllr David Pasley, Executive Member for Human Resources, Asset Management and Finance with advice from the Director of People and Communities and the Head of Performance Improvement and HR

Subject: Severance Costs

Decision: To approve the costs associated with the reduction of posts from the Learning and Achievement branch of the People and Communities directorate.

Detail: The Government has stated it will withdraw £1.59 million from the Education Support Grant paid to North Somerset Council with effect from 1 April 2017 in pursuit of its' aim for school improvement and support to be led by school to school. The impact of this reduction in funding is that the Learning & Achievement workforce will reduce from 96.7 FTE to 64.56 FTE. Following consultation 32 posts will be deleted between 31 March 2017 and 31 August 2017 as services are reformed. Redeployment opportunities will continue to be explored during the notice period of employees at risk of redundancy.

Costs: **£556,188**

The saving in employment costs will offset the severance costs within 6 months after which £1,162,268 becomes a recurring annual saving.

Agreed by …….
Executive Member for Human Resources, Asset Management and Finance

Dated ……..

Authorised by …….
Director of People & Communities

Dated …….

Authorised by ……
Head of Performance Improvement and HR

Dated ……..