

Title: Update to Scheme for Voluntary Early Retirement by Reason of Interests of the Efficiency of the Service

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Portfolio Holder: Councillor Harrison

Wards of the District directly affected: None

Approvals required	Date	Name
Portfolio Holder	19.2.24	Jessica Harrison
Finance	19.1.24	Andrew Rollins
Legal Services		-
Programme Director for Climate Change	19.1.24	Dave Barber
Chief Executive	19.1.24	Chris Elliott
Head of Service(s)	19.1.24	Tracy Dolphin
Section 151 Officer	19.1.24	Andrew Rollins
Monitoring Officer	19.1.24	Graham Leach
Leadership Co-ordination Group		-
Final decision by this Committee or rec to another Cttee / Council?	No	
Contrary to Policy / Budget framework?	No	
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No	
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No	
Accessibility Checked?	Yes	

Summary

The report provides an update to the Scheme for Voluntary Early Retirement by Reason of Interest of the Efficiency of Service.

Recommendations

- (1) That the Employment Committee notes the changes to the scheme (Appendix 2) that reflect the revised delegations.
 - (2) That the Employment Committee agrees the revised wording (Appendix 2) updated for clarity.
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1 Reasons for the Recommendations

- 1.1 The Scheme for Early Retirement on the Grounds of Efficiency of the Service was last updated in 2008 (Appendix 1). Delegations have been updated and the Scheme has been revised to reflect these delegations. There is no change to the Scheme other than the delegations to officers as detailed below being reflected in the wording:

The Head of People & Communications shall have authority to:

PC(1) Exercise the Council's powers relating to people management in accordance with the policies agreed by the Employment Committee.

The Chief Executive shall have the authority to:

CE (9) make all changes to the establishment/structure of the council below the level of Chief Officers, as defined in Article 12 of the Constitution", in accordance with the Council's agreed budget.

CE (16) approve severance payment, up to the equivalent of 12 months' salary for the post, which is, in their opinion, in the Council's interests.

(With notification to Group Leaders and relevant Portfolio Holders of the decision)

- 1.2 The Head of Finance and Chief Executive have responsibility for the authorisation of expenditure from the Service Transformation Reserve as agreed at Cabinet/Council February 2023. This is carried out in consultation with relevant portfolio holders and reported in subsequent budget reports.
- 1.3 The updated policy (Appendix 2) reflects those changes and provides further clarity on the process and criteria.

2 Alternative Options

- 2.1 The policy has been updated in line with agreed delegations of the Council to provide clarity therefore no alternative options have been considered.

3 Legal Implications

- 3.1 There is no change to any legal aspect of the scheme.

4 Financial

- 4.1 There are no direct budgetary implications for the Council as delegations are in place to provide robust control and governance.

5 Corporate Strategy

- 5.1 Warwick District Council has adopted a Corporate Strategy which sets three strategic aims for the organisation. This report contributes to the delivery of each of the aims by:
- 5.2 **Delivering valued, sustainable services** – the policies demonstrate commitment to sustaining fair employment practices and delivering efficient services. Thereby contributing to the delivery to valued and sustainable services
- 5.3 **Low cost, low carbon energy across the district** – The Policies have been revised to reflect agreed delegations. There is no direct impact on this strategic aim.
- 5.4 **Creating vibrant, safe and healthy communities of the future** – The Policies have been revised to reflect agreed delegations. There is no direct impact on this strategic aim.

6 Environmental/Climate Change Implications

- 6.1 The Policies have been revised to reflect agreed delegations, there are no implications in relation to Environmental/Climate Change.

7 Analysis of the effects on Equality

- 7.1 The Policies have been revised to reflect agreed delegations. There is no impact on any protected characteristics.

8 Data Protection

- 8.1 There are no employee data protection implications of this proposal.

9 Health and Wellbeing

- 9.1 The Policies have been revised to reflect agreed delegations.

10 Risk Assessment

- 10.1 The Scheme for Early Retirement on the Grounds of Efficiency of the Service has been updated to reflect current delegations. Thereby minimizing the risk of challenge in its implementation.

Background papers

None

Supporting documents

None