

## **8 VOLUNTARY EARLY RETIREMENT/VOLUNTARY REDUNDANCY SCHEME (AN120-2011)**

Reference is made to Article VIII of the minute of meeting of the Policy and Resources Committee of 26th April, 2010, wherein approval was given to Report No 227-2010 "Dundee City Council - Voluntary Early Retirement/Voluntary Redundancy Scheme". The scheme provided for employees meeting defined criteria to receive up to five added years pensionable service on a sliding scale linked to years of service with the Council. Applications had to be made by 31st August, 2010.

The scheme was successful in contributing towards the Council's efficiency savings for 2011/2012. Since then, the Council's Changing For The Future programme has made progress in achieving further long term efficiencies via a number of projects and initiatives, some of which have been completed, while others continue. Amongst the latter is the Chief Executive's review and restructure of Council departments. The move towards larger, but fewer in number, departments is producing ongoing opportunities for rationalisation and efficiency savings.

In the course of this, a number of employees have indicated that they would have applied for the early retirement provisions offered last year had they appreciated the extent of the mergers and integrations of functions now being implemented. Moreover, it would help and speed up internal restructurings currently underway if certain employees were able to retire voluntarily. Further direct savings towards 2012/2013 would also be generated by not filling and deleting posts.

In order to continue the process begun last year, it would assist matters greatly if the previous VER/VR Scheme arrangement of up to five added years could be offered now and in future, as an incentive, in order to facilitate departmental reviews, restructurings, rationalisations and efficiency savings, etc.

It is, therefore, recommended that, in order to facilitate the implementation of Changing For The Future projects and in other appropriate circumstances, as listed above, the Chief Executive be given delegated authority to consult relevant heads of departments, approve voluntary early retirements/voluntary redundancies and agree up to five added years of pensionable service in accordance with the Voluntary Early Retirement/Voluntary Redundancy Scheme provisions in Report No 227-2010.

Approval will be subject to the usual decision making process whereby the Chief Executive, Director of Finance and the Head of Personnel consider applications based on cost and service provision.