

**QUARTERLY ANALYSIS OF SELECTIVE VOLUNTARY EARLY
RETIREMENT AND VOLUNTARY SEVERANCE
July 2016 to September 2016**

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide Members with information in respect of the Selective Voluntary Early Retirements and Voluntary Severances which have taken place during 1 July 2016 to 30 September 2016

2. RECOMMENDATIONS

- 2.1 It is recommended that the report be received in accordance with the required procedure.**

3. BACKGROUND

- 3.1 In November 1998 as part of the response to the Audit Commission's report on early retirement it was agreed to submit quarterly reports to Members in respect of the costs and numbers of employees taking voluntary early retirement.

4. CURRENT POSITION

- 4.1 This report covers the period 1 July 2016 to 30 September 2016

5. CONSULTATIONS

- 5.1 None required.

6. COMPATIBILITY WITH THE EUROPEAN CONVENTION OF HUMAN RIGHTS

- 6.1 There are no potential conflicts with Convention Rights in this report.

7. REDUCTION OF CRIME AND DISORDER

- 7.1 No implications.

8. FINANCIAL IMPLICATIONS

- 8.1 None arising from this report.

9. EMPLOYEE IMPLICATIONS

- 9.1 None arising from this report.

10. **LIST OF APPENDICES**

10.1 Document 1 – Quarterly Analysis July 2016 to Sept 2016

11. **BACKGROUND PAPERS**

11.1 None arising from this report.

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