

**QUARTERLY ANALYSIS OF SELECTIVE VOLUNTARY EARLY  
RETIREMENT AND VOLUNTARY SEVERANCE  
January 2016 to March 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 January 2016 to 31 March 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 January 2016 to 31 March 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 These are considered on an individual basis as part of the delegated authorisation process.

- 8.2 The full cost of early retirement that is the direct and indirect costs, are considered alongside the potential savings arising from the decision to permit retirement. The indirect costs reflect the 'strain' on the pension fund for each retirement, which takes place before the normal age of retirement and are recharged to the Council via its employer contribution rate to the SYPA fund.

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8.3 The SYPA investigated the full cost of early retirements and concluded an agreement with the constituent District Councils including Barnsley Metropolitan Borough Council that the repayment periods of this indirect cost be reduced, as recommended in the "Retiring Nature" report. Thus, the repayment periods have been reduced on a phased basis each year, from seven and are now calculated on a three year pay back period.

9. **EMPLOYEE IMPLICATIONS**

9.1 As detailed in the appendix to this report.

10. **LIST OF APPENDICES**

10.1 Document 1 – Quarterly Analysis January 2016 to March 2016

11. **BACKGROUND PAPERS**

11.1 Individual Statements of the costs/savings for each employee leaving the Authority either on Selective Voluntary Early Retirement or Voluntary Severance as approved by the Cabinet Spokesperson for Corporate Services - statements not available for inspection, contain exempt information.

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**HUMAN RESOURCES**  
RPQASVER