

Date: 27/05/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012240

With reference to your FOI request that was received in connection with 'Voluntary redundancy' please see response below.

1. The number of staff applying for voluntary redundancy that were/are employed on an Agenda for Change Terms and Conditions of Service contract.

150 Staff that applied for VR were on AFC terms and conditions

2. How many staff on Agenda for Change contracts had their application for voluntary redundancy accepted?

35 staff employed on Agenda for Change terms and conditions were made an offer of Voluntary Redundancy and accepted it.

3. Section 16.8 of the Agenda for Change Terms and Conditions of Service Handbook describes the form the redundancy payment will take, and is very clear on how the lump sum payment will be calculated.

Agenda for Change Terms and Conditions of Service Handbook
16.8 The redundancy payment will take the form of a lump sum, dependent on the employee's reckonable service at the date of termination of employment. The lump sum will be calculated on the basis of one month's pay for each complete year of reckonable service, subject to a minimum of two years' (104 weeks') continuous service and a maximum of 24 years' reckonable service being counted.

How many of the staff that had their application for voluntary redundancy accepted were not offered their full payment as calculated in accordance with section 16.8?

6 of those staff were not offered full redundancy payment as set out in section 16.8.

4. If staff were offered a reduced payment what criteria were applied in deciding how much they would be offered?

These 6 staff were not offered a full section 16.8 redundancy payment as they did not meet all of the criteria for the approval of their voluntary redundancy. A reduced offer equating to 18 months' pay was made. Those 6 individuals had the option of accepting or declining the reduced offer.