

NORTHERN JOINT POLICE BOARD

27 November 2009

Agenda Item	
Report No	

Voluntary Severance

Report by the Chief Constable

SUMMARY

To approve a scheme to implement voluntary severance for Police Staff to assist in achieving Efficiency Savings.

BACKGROUND

The achievement of the Force Efficiency target will have an implication on the staffing levels within the organisation which will necessitate a full review of staffing costs for both Police Officers and Police Staff.

All Divisional Commanders and Service Unit managers have been asked to review staffing to establish where efficiencies could be achieved and staffing rationalised whilst maintaining current service delivery standards. These staffing efficiencies will be discussed at a senior managers' event on 17/18th November with the combined outcome then being considered by the Force Executive and a revised staffing profile agreed for all areas of the Force.

In order to avoid any compulsory redundancies and in line with Force Policy (FRD R29 – Redundancy) the Force has invited expressions of interest from Police Staff interested in pursuing voluntary redundancy. Approximately 40 individuals expressed an interest and have been furnished with details regarding their own financial position and to date a number have responded positively indicating they would wish to pursue this option.

In order to achieve the proposed efficiency savings the Force has estimated 20 Police Staff posts initially will need to be removed from the establishment and to achieve this the release of those volunteers is crucial to finalisation of the staffing structure.

Subject to the Board's agreement at this meeting, decisions can be made by the Force Executive in terms of organisational need and best value, whether or not to release particular individuals by means of Early Retirement/Voluntary Severance. In order to minimise delay the Force Executive proposes that a remit be given to the Chief Constable, in consultation with the Clerk, to implement the release of individual staff identified through this process.

In order to achieve the efficiency savings required the Force would aim to release staff by 31st March 2010. To achieve this staff will require formal notice to be issued at the beginning of January 2010. Whilst the Force is working to ambitious time scales these will be achievable with the enactment of the above provisions.

RECOMMENDATION

That the Northern Joint Police Board approves the need for Voluntary Severance and devolves responsibility for implementation to the Chief Constable.

I Latimer
Chief Constable
Date: 18 November 2009