

**Durham Police and Crime Commissioner Decision
2013**

DPCC	01/2013
Key Decision No	
Subject:	Amendment to Early Retirement Scheme
Executive Summary	Approval to increase the multiplier for voluntary redundancy payments from 1.0 to 1.5.

DECISION

Agreement to vary the Early Retirement Scheme by increasing the voluntary redundancy multiplier to 1.5 from 1.0 in order to provide adequate incentives are in place to encourage Police Staff to leave the Force in the interests of efficiency and effectiveness. In practice this means that staff would receive an additional 50% redundancy payment as an incentive to leave. The revised policy, included as Appendix 2 to the report, was approved from which it is noted that proposals are unlikely to be agreed unless there are clear and demonstrable savings arising from service rationalisation and/or a reduction in the number of posts. Also in accordance with good practice, the estimated payback period will be reported in each case and each case should normally report a payback period of no more than three years

Risks and Implications identified and considered in making this decision:

Finance ✓ Staffing ✓ Equality and Diversity

Accommodation ✓ Crime and Disorder Children's Act 2004

Stakeholder/

Community Engagement Environment Collaboration and Partnerships

Value for Money
and Productivity

Potential Impact on Police and Crime Plan Priorities

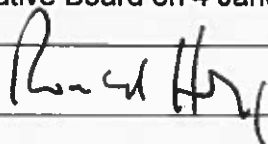
Commissioning

Other risks

Ron Hogg, Durham Police and Crime Commissioner

I approve the revision to the Early Retirement Scheme to increase the multiplier for voluntary redundancy payments from 1.0 to 1.5. and the revised Policy appended to the report considered at the Executive Board on 4 January 2013

Signed:



Date: 4 January 2013

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