

<b>REPORT REFERENCE NO.</b>	<b>HRMDC/16/3</b>
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT &amp; DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>10 MARCH 2016</b>
<b>SUBJECT OF REPORT</b>	<b>CONSULTATION ON REFORMS TO PUBLIC SECTOR EXIT PAYMENTS</b>
<b>LEAD OFFICER</b>	<b>Director of People and Commercial Services</b>
<b>RECOMMENDATIONS</b>	<b><i>That the Chief Fire Officer, in consultation with the Chair of the Human Resources Management &amp; Development Committee, be authorised to submit a response to the consultation on Reforms to Public Sector Exit Payments by 3 May 2016</i></b>
<b>EXECUTIVE SUMMARY</b>	<p>This report advises the Committee on publication by HM Treasury of a consultation on proposals for reforms to public sector exit payments. The deadline for submitting responses is 3 May 2016.</p> <p>Since this consultation document has only recently been received, further time will be needed to analyse and digest the contents of the consultation document and to give due consideration to the questions that are raised within it.</p> <p>The main aim of the proposal is to further restrict public sector redundancy payments by better coordinating the rules for calculating payoffs across the civil service, the NHS and local government. This include setting a maximum tariff to calculate exit payments at three weeks' pay per year of service and capping the period that can be used to calculate redundancy payments at 15 months. The proposals, which will also apply to teachers, police officers and firefighters, would taper lump sum redundancy payments the closer people got to retirement and set an £80,000 salary cap for calculating exit payments. These intended changes are in addition to the introduction of a £95,000 cap on redundancy payments, which is being introduced after consultation.</p> <p>New guidance has also been issued on the rules to be followed on pay and terms for public sector workers. These include the need for approval of pay packages above £142,500, limits on the use of confidentiality clauses and restrictions on private health insurance.</p> <p>In view of the timescales involved, it is therefore proposed that the Chief Fire Officer, in consultation with the Chair of the Human Resources Management &amp; Development Committee, be authorised to submit a response to the consultation by the deadline of 3 May 2016.</p> <p>The Director of People and Commercial Services will give a verbal update at the meeting on the position on this consultation document.</p>
<b>RESOURCE IMPLICATIONS</b>	There is no resource implication associated with responding to this consultation.
<b>EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)</b>	Not applicable

<b>APPENDICES</b>	A. "Consultation document on Reforms to Public Sector Exit Payments".
<b>LIST OF BACKGROUND PAPERS</b>	HM Treasury Consultation Document "Consultation document on Reforms to Public Sector Exit Payments".