

22<sup>nd</sup> December 2010

**Our ref: R256**

### **Freedom of Information Act request - voluntary redundancies since May 2010**

Thank you for your request dated 9<sup>th</sup> December 2010, made under the terms of the Freedom of Information Act 2000. Your request relates to voluntary redundancies which have taken place since May 6<sup>th</sup> 2010.

SEEDA launched a Voluntary Early Release Scheme (VERS) on the 23<sup>rd</sup> July 2010. The scheme was run in the context of the government's decision to close all Regional Development Agencies including SEEDA by March 2012, which means that in due course all SEEDA staff will become at risk of redundancy. The timing of the scheme was in response to the Government having asked the Agency to make in-year efficiencies in our running costs and cuts to our 2010/11 programme budget, which reduced by £28.3 million. All contracted members of staff were eligible to apply for the scheme with the key criteria for approval being:

- Their role has reduced so that it is no longer required;
- Their skills or expertise are unlikely to be re-deployable, given SEEDA's new tasks;
- Their voluntary redundancy or retirement offers value for money and is affordable.

The deadline for applications was the 20th August 2010 and individuals whose applications were accepted were required to leave the Agency by the 21st October 2010. I respond to your specific questions below.

Q1) How many staff accepted voluntary redundancy?

A1) Ten individuals left the Agency under the VERS scheme.

Q2) How much has been paid in total in one-off redundancy payments to those staff?

A2) The total lump-sum compensation payments paid in relation to these individuals is £220,845.

Q3) How much has been agreed but not yet paid in total in one-off redundancy payments to those staff?

A3) All payments have been made.

Q4) What is the highest individual one-off redundancy payment agreed (inclusive of both payments paid and not yet paid)?

A4) Compensation payments under the VERS scheme were made in line with the terms of the Civil Service Compensation Scheme in force at the time. Therefore compensation payments are calculated based on a number of factors including salary, age, length of service, and in some cases previous years qualifying service transferred in from previous employment by other public sector organisations. The highest lump-sum compensation payment received by an individual under the CSCS scheme was £97,912.