

**Report for:**                **Disciplinary, Grievance and Dismissal Panel**

**Title of Report:**        **Culture, Strategy & Engagement – Proposed Redundancies**

**Report  
authorised by**        **Jess Crowe, Director of Culture, Strategy & Engagement**

**Lead Officer:**        **Nathan Pierce, Chief Digital & Innovation Officer**  
**Ward(s) affected:** **All**

**Report for Key/        Non Key**  
**Non Key Decision:**

**1.        Describe the issue under consideration**

- 1.1        Following a restructure in Digital Services, some employees are ‘at risk’ of redundancy and their individual severance payments are in excess of £100,000.
- 1.2        The Panel is required to approve these severance payments in excess of £100,000 in line with the Council's Constitution and Pay Policy Statement.
- 1.3        Further detail on these severance payments is in the Exempt Report at Appendix 1.

**2.        Cabinet Member Introduction**

Not applicable.

**3.        Recommendations**

Approve the severance payments as outlined in the Exempt Report in accordance with the Council’s Constitution and Pay Policy Statement.

**4.        Reason for decision**

- 4.1        To ensure that the Council pays redundant employees payments that they are due in line with their terms and conditions of employment.
- 4.2        To ensure that the Council pays the pension strain cost as required by the Local Government Pension Scheme (LGPS).

**5.        Alternative options considered**

- 5.1        In accordance with the Council’s Organisation Change Policy, employees that were identified as ‘at risk’ of redundancy during the restructure process were

given the opportunity to apply and be considered for any vacant role in the new structure.

5.2 At the end of the selection process unsuccessful employees were also considered for suitable alternative roles.

5.3 Employees identified 'at risk' of redundancy following the above processes will be subject to the Council's redeployment process once redundancy notice has been issued.

## **6. Contribution to strategic outcomes**

6.1 Digital functions are pivotal in supporting the council's broader objectives, including improving service delivery, enhancing user experiences, and achieving savings through process redesign. However, the current organisational design lacks some key capabilities needed for a modern digital function. By realigning our structure, we will optimise our resources to focus on what is important for the organisation. This includes ensuring we have the right structure and skills to enhance our capacity to implement cutting-edge technologies and innovative solutions that meet the needs of our residents, officers and stakeholders.

## **7. Statutory Officers' comments**

### **7.1 Finance**

7.1.1 The total estimated severance costs for employees 'at risk' of redundancy and whose severance payments are more than £100k and fall within the remit of this report is £865.1k. Of this total, £165.9k will be charged to the Housing Revenue Account, leaving a residual £699.2k to be funded from the General Fund. It is proposed that £494.8k is funded from a combination of flexible capital receipts (which can be used to meet statutory redundancy costs and pension strain) and the £204.4k balance is funded by Digital Services through vacancy savings which is realistic as the recruitment into the new structure is unlikely to materialise this financial year.

7.1.2 The severance costs of the remaining employees 'at risk' of redundancy and that do not fall within the remit of this report are estimated to add a further £253.2k cost to the General Fund and would similarly be funded by a combination of flexible capital receipts and Digital Services revenue budgets. This assumes that none of the employees can successfully be redeployed. However, the Service, working with HR colleagues and external partners the London Office of Technology and Innovation (LOTI), are seeking to minimise this as far as possible.

### **7.2 Procurement**

Not applicable

### **7.3 Legal**

- 7.3.1 The Localism Act 2011 requires the Council to publish an annual Pay Policy Statement which outlines the Council's approach to the pay of its workforce and in particular the pay of its senior staff. The Council's Pay Policy states that Severance payments of £100,000 or more must be considered and approved by the appropriate Member Committee. Under Part 3 Section B paragraph 11 e) of the Constitution this Panel is assigned responsibility to discharge that statutory function.

## **8 Equality**

- 8.1 The council has a Public Sector Equality Duty (PSED) under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not.
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty. Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

- 8.2 We have taken steps to ensure that the redundancy process does not disproportionately impact any particular group. An equality impact assessment was conducted to identify and mitigate any potential adverse effects on protected characteristics. We have actively promoted diversity and inclusion throughout the process, ensuring that all employees, regardless of their background, were treated fairly and given equal opportunities. This approach aligns with our commitment to fostering an inclusive workplace where everyone is valued and respected.

## **9 Use of Appendices**

1. Exempt Appendix

## **10 Local Government (Access to Information) Act 1985**

None