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Dear Colleague,

REDUNDANCY COSTS

Due to financial constraints, the Local Authority removed its budget for school severance payments some years ago and since that time redundancy costs arising from school restructurings have been met through a dedicated cash reserve, subject to an approved business case. However, the LA does not have the resources to continue to provide the same level of financial assistance for the next academic year.

A paper was presented to the North Yorkshire Education Partnership on 17th May 2018 to outline the position moving forward.

Essentially the decision has been taken to withdraw, from 1 September 2018, LA financial support for enhanced voluntary redundancy payments for teaching staff. Where a school is contemplating redundancies and wishes to apply for financial assistance to meet redundancy costs, there is a requirement to submit a business case for LA consideration. Where the criteria for approval is met, the LA will now only meet the compulsory redundancy cost of a teacher.

This does not mean that a school can no longer seek volunteers for redundancy, but it does mean there is no LA financial support to pay more than a compulsory redundancy amount to a teacher. For schools that are in a position to pay more than the compulsory amount, and continue to offer an enhanced payment, this will be charged to the school budget.

This does not alter the position for teaching redundancies that are to take effect on 31 August 2018. The School's Reorganisation, Redeployment and Redundancy Policy will be updated over the next few weeks for re-issue in September 2018.

Should you have any queries in respect of this decision please contact your School's HR Adviser.

Yours sincerely



Corporate Director – Children and Young People's Service