

APPENDIX 2

Analysis of timescales and Redundancy compensation and re-engagement costs

Chart 1 - Provides a break down of the timescales in which the 29 employees who received redundancy were re-engaged by the Council:

| Contract | Within 3 months | Within 6 months | Within 9 months | Within 12 months | Over 12 months |
|-----------|-----------------|-----------------|-----------------|------------------|----------------|
| Permanent | 1 | 3 | 1 | 2 | 10 |
| Casual | 5 | | 2 | | 5 |

Chart 2 - Provides detail of the redundancy payments received by those 29 employees:

| Contract | Up to 10k | 10k plus | 20k plus | 30k plus | 40k plus | 50k plus | 60k plus |
|-----------|-----------|----------|----------|----------|----------|----------|----------|
| Permanent | 6 | 6 | 5 | | | | |
| Casual | 1 | 4 | 4 | 2 | | | 1 |

Chart 3 - Of the 29 employees receiving a redundancy payment, there were 7 employees who were re-engaged to a permanent post within 12 months of their redundancy having taken place. An analysis of their redundancy compensation and re-engagement are detailed in Chart 3 below:

| Employee | Time scale of rehire | on Salary leaving | CR/VR | Redundancy | Re-engagement salary | Contract |
|----------|----------------------|-------------------|-------|------------|----------------------|-----------|
| 1 | Within 3 months | £31,968 | CR | £23,603 | £13,216 | Part time |
| 2 | Within 6 months | £38,422 | CR | £26,526 | £27,123 | Full time |
| 3 | Within 6 months | £24,892 | VR | £19,333 | £16,772 | Full time |
| 4 | Within 6 months | £29,352 | VR | £28,483 | £18,189 | Part time |
| 5 | Within 9 months | £5,744 | VR | £1,211 | £3,185 | Part time |
| 6 | Within 12 months | £19,317 | VR | £10,835 | £22,937 | Full time |
| 7 | Within 12 months | £21,519 | CR | £11,802 | £19,742 | Full time |