

In the Interests of the Efficiency of the Service Policy



ORGANISATIONAL DEVELOPMENT

Issued: April 2024

This document is also available in Welsh / Mae'r ddogfen hon hefyd ar gael yn Gymraeg

Version Control

This document is intended for:

- Council staff only School-based staff only Council & School-based staff

Version	Key Changes	Approved By
Apr 2020	Reformatted and EAP details added	DMT
May 2023	Reviewed – no updates required	DMT
Apr 2024	EAP details updated	OD

This document may be reviewed and amended at any time and without consultation in response to legal requirements or in response to an organisational requirement and where the changes do not reflect a fundamental change or affect the spirit or intent of the document.

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1. Introduction

Blaenau Gwent Council recognises that the people we employ are our most valuable asset and critical in developing modern, high quality, efficient and responsive customer focused public services.

Whilst it is the Council's intention to develop and provide a stable work environment and security of employment for all its employees, it must ensure that it provides a viable, high quality, value for money service to the Community. In this respect circumstances may arise where changes in the market, technology, organisational and/or statutory requirements necessitate the need for changes in staffing requirements for a service which may lead to termination of contracts "in the interests of the efficiency of the service".

2. Definition of Efficiency

Termination on the grounds of efficiency unlike redundancy is not a dismissal, it is a mutual agreement of termination of a contract of employment by both parties i.e. employee and the Council. This is also considered to be in the best interests of both parties.

Compensation on terminating employees on these grounds is entirely at the Authority's discretion. The discretion will not be exercised as an alternative to dealing with the matter of inadequate performance through properly presented procedures.

3. Compensation

Clearly where there is a termination on the grounds of efficiency, there will be entitlement to compensation for the loss of the employment.

4. Discretionary Payments

The Council exercises its discretion in line with the Local Government Pension Scheme Regulations 1997 (as amended) and the Local Government (Early Retirement of Employment) (England and Wales) Regulations 2000, 2006 and 2008 (as amended) – generally called the Discretionary Compensation Regulations. Individuals who terminate on the grounds of efficiency:

- a) **Aged over 55 years**
Individuals will have immediate access to an unreduced payment of their LGPS benefits.
- b) **Aged under 55 years**
Individuals may receive a compensation payment equivalent to that calculated for redundancy as outlined in the Council's Redundancy Policy for those staff who do not have access to their pension.

5. Business Case/Approval Mechanism

Any termination on the grounds of Efficiency whereby the Council exercises its discretion must be supported by a business case with the necessary approval.

This business case will include consideration of service delivery changes and the financial consequences of any efficiency compensation and pension recovery payback over a period no greater than 5 years.

6. Employee Assistance Programme

An Employee Assistance Programme in place with an independent provider called Vivup. With Vivup, you can benefit from confidential access to fully qualified counsellors and support specialists to discuss any emotional, personal, or work-related issues – 24/7, 365 days a year.

Whether you are facing problems at work or at home, you will be able to access impartial, confidential advice for issues such as anxiety, bereavement, stress, depression, workplace issues, trauma, relationships, family difficulties, finances, etc.

The service is free of charge and you don't need to ask your manager to use it. Contact details are below and additional information is available on the [intranet](#).

HOW TO CONTACT VIVUP

Call the free 24/7 helpline on
0800 023 9387

Visit the Vivup [website](#) to access self-help workbooks, podcasts and blogs.

Visit Vivup's "[Your Care](#)" proactive health and wellbeing platform and create an account to carry out wellbeing assessments, set goals and much more.