

Slough Borough Council

Information needed	Details
Report To:	Council
Date:	24 th July 2025
Subject:	Redundancy of Group Manager Environmental Services
Chief Officer:	Pat Hayes, Executive Director, Regeneration, Housing & Environment
Contact Officer:	Matthew Hooper, Director of Environment & Highways
Ward(s):	None
Exempt:	Public with exempt appendix - Paragraph 1, Schedule 12A Local Government Act 1972 – Information relating to any individual
Appendices:	Appendix 1 – details of the severance package (exempt)

1. Summary and Recommendations

- 1.1 This report seeks approval for the severance package of the current Group Manager: Environmental Services postholder.

Recommendation:

Council is recommended to approve the severance package for the Group Manager: Environmental Services as attached at Appendix 1.

Reason:

Due to restructuring within the service, a new Head of Service role has been created which has necessitated the deletion of the existing Group Manager role and the redundancy of the postholder.

Commissioner Review

This report is outside the scope for pre-publication commissioner review; please check the [Commissioners' instruction 5 to CLT to sign off papers](#) for further details.

2. Report

- 2.1 As part of the management structure agreed at Employment Committee in 2023, a Head of Environmental Services role was to be created to replace the existing Group Manager: Environmental Services role. The new Head of Service role was created and evaluated at SML 12. A matching exercise was undertaken which resulted in a 'no match' decision which meant the existing Group Manager postholder was not ringfenced to the Head of Service Role.
- 2.2 The Head of Service role was then advertised internally and only the existing Group Manager submitted an expression of interest. Following interview they were not found to be appointable and no other suitable offers of employment could be found.

It is therefore proposed the Group Manager Role is deleted and the postholder made redundant. If any suitable redeployment opportunities arise during the postholder's notice period they will be considered for redeployment. The total severance package includes redundancy payment, including pension strain and totals £154,526. Appendix 1 contains the detailed breakdown. It should be noted that this is not the figure the employee will receive, as the pension strain is a payment made to the Berkshire Pension Fund due to the age of the employee and entitlement to pension under the Local Government Pension Scheme.

- 2.3 The HR consultation regarding the proposed change concludes on 16th July with formal feedback provided to the member of staff on the outcome of the consultation taking place on 18th July. If no counter proposals are received during the consultation and the recommendations of this report are approved the member of staff will be placed on notice from 28th July for three months.

3. Options considered

- 3.1 The changes in structure follow the agreed design of all service structures in the Council as agreed at Employment Committee in September 2023. Given the current Group Manager postholder was not successful in securing the new Head of Service role and the Group Manager role has been deleted from the structure, the post is now redundant and the postholder entitled to a redundancy payment in the absence of securing a suitable alternative role. As there are no suitable alternative roles that can be offered to the Group Manager postholder, redundancy is the only viable option. Due to the age of the postholder, under the agreed terms and conditions of employment, the Council must meet the costs of pension strain.

4. Implications of the Recommendation

4.1 Financial implications

- 4.1.1 The Council has a duty of Best Value, and that requires Executive Directors, in delivering structural change must be able to demonstrate that both cashable annual savings and/or tangible service improvements outweigh any additional costs of redundancies resulting from those proposals.
- 4.1.2 The total costs of the severance package will be met from the corporate redundancy reserve.

4.2 Legal implications

- 4.2.1 Department for Communities and Local Government (DCLG) statutory guidance ('Openness and Accountability in Local Pay: Guidance under section 40 of the Localism Act 2011') and supplementary guidance state that Members should be given the opportunity to vote on any severance packages greater than £100,000. The statutory guidance states: 'the components of relevant severance packages may include salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid'. The redundancy and pension entitlements set out for this post constitute statutory/ contractual entitlements.

4.3 Risk management implications

- 4.3.1 All corporate processes have been followed in arriving at the recommendations therefore it is not felt the decision represents significant risk to SBC

4.4 Environmental implications

- 4.4.1 There are no environmental implications arising from the recommendations.

4.5 Equality implications

- 4.5.1 Equalities impacts have been taken into account in relation to this change but as only one member of staff is affected the scope of impact is limited.

5. Background Papers

None