

## WIRRAL COUNCIL

### EMPLOYMENT AND APPOINTMENTS COMMITTEE – 17 AUGUST 2010

#### REPORT OF THE DIRECTOR OF LAW, HR AND ASSET MANAGEMENT

### **EARLY VOLUNTARY RETIREMENT REQUEST**

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#### **1. Executive Summary**

The purpose of the report is to request approval from the Employment and Appointments Committee for the release of Mr Maddox under Early Voluntary Retirement (EVR) on 30 September 2010.

#### **2. Background**

Mr Maddox is the Council's Chief Executive. Mr Maddox will have 35 years continuous service on 30 September 2010 and is aged 57 years. The requirements for authorisation of EVR for any employee is based upon regard for all the circumstances including the best interests of the council and that any additional pension costs to the Council can be contained within existing budgets.

#### **3. Staffing implications**

- 3.1** The post of Chief Executive will become vacant from the 30 September 2010. The role of the Deputy Chief Executive/Director of Corporate Services requires the post holder to 'deputise for The Chief Executive as required'. Following the retirement of Mr Maddox it is proposed that the Employment and Appointments Committee recommends to Council that the Deputy Chief Executive is appointed to the position of Interim Chief Executive for up to nine months.
- 3.2** If the Committee agrees the recommendations within this report, Mr Maddox will retire on 30 September 2010; however, the arrangements will need to take effect from his last day in the office, 10 September 2010.
- 3.3** In order to maintain the momentum of the Council's Investment strategy over the coming months, it is essential that the Council has in place a Chief Officer with the capacity and experience to take forward the key economic opportunities, including the progression of The Wirral Waters scheme and Local Enterprise Partnerships. In anticipation of Council agreeing the recommendation in 3.1 above, it is therefore recommended that, with effect from 10 September 2010, the Head of Strategic Development is appointed to the post of Interim Director of Corporate Services for up to nine months.

#### **4. Financial implications**

**4.1** Based on estimates provided by Merseyside Pension Fund (MPF), the cost to the Council of the early release of Mr Maddox's pension will be £145,180. This will be paid back over a five year period with interest at a cost of £23,242. This is a total cost to the Council of £168,422.

**4.2** The cost of the early release of pension will be met in a number of ways:

1. If the interim management arrangement proposed in section 3 are agreed Mr Maddox's retirement will result in a saving of approximately £50k. This is based upon the following –
  - A Head of Service will be appointed as Interim Director of Corporate Services, therefore saving the costs of a Head of Service position.
  - The Interim Director of Corporate Services will not be required to fulfil the role of Deputy Chief Executive. This role will not be filled during the interim period.
2. The deletion of the post of Director of Regeneration on 31 March 2010 resulted in a saving to the Council of £388,232 over a five year period. The savings made were identified as a contribution to a management re-structure.
3. The costs will also be met through any future re-structure of Council management which will reduce costs and realign responsibilities to meet future requirements and residents priorities for its Council.

#### **5. Equal Opportunities implications**

There are no additional implications.

#### **6. Community Safety implications**

There are no additional implications.

#### **7. Local Agenda 21 implications**

There are no additional implications.

#### **8. Planning implications**

There are no planning implications.

#### **9. Anti-poverty implications**

There are no anti-poverty implications.

#### **10. Human Rights implications**

There are no human rights implications.

#### **11. Social Inclusion implications**

There are no social inclusion implications.

#### **12. Local Member Support implications**

There are no known implications.

#### **13. Background Papers**

A copy of the M37 Application for Early Retirement form is attached

#### **14. Recommendations**

That the Employment and Appointments Committee approve the following:

1. The Early Voluntary retirement of Mr Maddox on 30 September 2010.
2. The recommendation to Council that the Deputy Chief Executive is appointed to the position of Interim Chief Executive for up to nine months.
3. The Head of Strategic Development be appointed to the post of Interim Director of Corporate Services with effect from 10 September 2010, for up to nine months.

**Bill Norman**  
**Director of Law, HR & Asset Management**

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