

# Perth & Kinross Council

## Voluntary Severance – Summary of Terms

These are the terms available for employees who are eligible to express interest in voluntary severance and are effective from 1<sup>st</sup> March 2023.

Employee Group	Method	Benefits
Employees aged 55 and over and in the Local Government Pension Scheme (LGPS).	Retirement on grounds of efficiency of the service.	Immediate access to pension benefits on an unreduced basis. Agree date of termination – PKC is not required to give notice as the employee has requested to go. Must take annual leave prior to date of leaving – no pay in lieu.
Employees aged 50-54 who were in the LGPS on 5 April 2006.	Retirement on grounds of efficiency of the service.	Immediate access to pension benefits on an unreduced basis. Agree date of termination – PKC is not required to give notice as the employee has requested to go. Must take annual leave prior to date of leaving – no pay in lieu.
Employees aged under 50; and Employees aged over 50 and not in the LGPS; and Employees aged 50-54 who were not in the LGPS on 5 April 2006.	Voluntary severance	Severance payment for voluntary redundancy/voluntary severance calculated in accordance with the attached table (Appendix 2). Plus a cash flat payment of £6,000 (pro-rated for part-time staff). Agree date of termination – PKC is not required to give notice as the employee has requested to go. Must take annual leave prior to date of leaving – no pay in lieu.

### Severance Payments

Severance payments, where payable, will be calculated in accordance with the attached table (max 30 weeks).

These payments are calculated using an employee's weekly pay, their age and the number of years' continuous local government service.

The Council has decided to use an actual week's pay rather than the statutory weekly limit of £571. The payment is calculated by multiplying your actual week's pay by the number of weeks as shown in the table.

### Additional Cash Payment

The additional cash flat payment of £6,000 will be paid in addition to the severance payment and will be pro-rated for part-time staff.