

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate):</i>	People This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.
Consultation:	The senior management pay proposals have been consulted with SMG and Unison as part of the formal consultation process between 5 January and 3 February on senior management restructure proposals.
Legal:	The redundancy policy and best practice have been followed as part of the consultation process.
Financial:	As detailed in the report
Human Resource:	As detailed in the report. The Council's pay policy statement 2016/17 supports the pay proposals made.
Risk Management:	The redundancy policy and best practice have been followed as part of the consultation process.
Health and Wellbeing:	The redundancy policy and best practice have been followed as part of the consultation process. Employee Assistance programme and Unison support have been provided to employees at risk.