

## **Voluntary Redundancy/Voluntary Severance Scheme & Terms to support Transition**

1. This document outlines the two-year (effective 26/6/21) Voluntary Redundancy (VR) /Voluntary Severance (VS) scheme / terms for CRC staff that transfer to either HMPPS (NPS) or to Dynamic Framework providers, to support transition to the Unified Model.
2. **Scope**
  - 2.1. The arrangements will apply to all VR/VS exits made under the scheme by HMPPS (NPS) for the following staff:
    - 2.1.1. CRC staff who transfer to HMPPS (NPS)
    - 2.1.2. incumbent NPS staff
    - 2.1.3. CRC staff who transfer to DF providers
  - 2.2. The arrangements may be extended to staff of CRC parent organisations, of CRC sub-contractors or of CRC supply chain subject to separate agreement and HMPPS' discretion.
3. **Terms**
  - 3.1. See Annex A for the terms of the scheme.
4. **Duration**
  - 4.1. The VR/VS scheme will apply for two years from 26<sup>th</sup> June 2021.
  - 4.2. During this time all VR/VS exits will be made on the enhanced terms set out in this agreement.

## **PROBATION REFORM PROGRAMME: VOLUNTARY REDUNDANCY SCHEME**

1. This Scheme will apply to voluntary redundancy (VR / voluntary severance (VS) exits made by the NPS (and DF providers in respect of any CRC staff that transfer to them) as part of the transition to the Unified Model in 2021.
2. The Scheme will be in place for two years, starting 26<sup>th</sup> June 2021 and will apply to employees who were CRC staff and who transferred under the June 2021 transfers and who leave NPS/DF employment before 26<sup>th</sup> June 2023.
3. The provisions will apply in all cases of VR/ VS arising as a direct consequence of the Probation Reform Programme and will remain in operation till 26<sup>th</sup> June 2023.
4. The decision in respect of individual applications on whether to award voluntary redundancy/voluntary severance is at HMPPS (NPS) discretion and will include consideration of, amongst other things, the exigencies of the service, organisational issues and business needs.
5. Exit payments will be made in accordance with all statutory provisions in place at their date of payment.
6. **Calculation of Redundancy Payments for Staff**

For the the purposes of establishing entitlement to, and the calculation of, a voluntary redundancy/voluntary severance payment, the following will apply:

- 6.1. **For former probation trust employees their continuous service for voluntary redundancy/voluntary severance purposes shall include:**
  - 6.1.1. All service that transferred under The Offender Management Act 2007 (Probation Services) Transfer Scheme 2014; including:
  - 6.1.2. Prior continuous service with any public authority(ies) to which The Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999 ("RMO") applies/applied.
  - 6.1.3. Statutory continuous service since the 2014 transfers to the NPS and the CRCs.
- 6.2. **For those who transferred under The Offender Management Act 2007 (Serco Ltd Employees) Transfer Scheme 2014** their continuous service for voluntary redundancy/voluntary severance purposes shall include:
  - 6.2.1. All service which transferred under that Transfer Scheme including
  - 6.2.2. Prior continuous service with any public authority to which The Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999 ("RMO") applies/applied, and.
  - 6.2.3. All statutory continuous service since the 2014 transfer.
- 6.3. **For those who transferred under The Offender Management Act 2007 (Capita Enforcement Employees) Transfer Scheme 2015** their continuous service for voluntary redundancy / voluntary severance purposes shall include:
  - 6.3.1. All service which transferred under that Transfer Scheme including
  - 6.3.2. Prior continuous service with any public authority to which The Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999 ("RMO") applies / applied, and
  - 6.3.3. All statutory continuous service since the 2015 transfer.

7. For those recruited by a Community Rehabilitation Company (CRC) only statutory continuous service working on probation services, whilst in the CRC's employment shall be deemed continuous service for voluntary redundancy/voluntary severance purposes.

8. **Voluntary Redundancy Pay** – Voluntary Redundancy/voluntary severance payments will be based on the employee's actual weekly pay and not the statutory maximum.

9. **Voluntary Redundancy/Voluntary Severance for those under age 55**

9.1. Redundancy compensation will be paid, subject to a maximum of 67.5 weeks' pay and reckonable service of 15 complete years, as follows:

9.1.1. Four and a half weeks' pay for each year of completed service

9.1.2. Any statutory redundancy payment is included in the compensation payable.

10. A ready reckoner is set out at Annex A.

11. **Voluntary Redundancy for those aged 55 or over**

11.1. Redundancy payment will be paid, subject to a maximum of 67.5 weeks' pay, in accordance with Paragraphs 8 & 9 above.

11.2. Immediate payment of standard retirement pension and a standard retirement grant (i.e. pension lump sum), where payable, from the LGPS. If there is no LGPS entitlement, this is not required to be paid.

## Ready Reckoner

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
17	4.5														
18	4.5	9													
19	4.5	9	13.5												
20	4.5	9	13.5	18											
21	4.5	9	13.5	18	22.5										
22	4.5	9	13.5	18	22.5	27									
23	4.5	9	13.5	18	22.5	27	31.5								
24	4.5	9	13.5	18	22.5	27	31.5	36							
25	4.5	9	13.5	18	22.5	27	31.5	36	40.5						
26	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45					
27	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5				
28	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54			
29	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5		
30	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	
31	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
32	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
33	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
34	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
35	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
36	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
37	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
38	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
39	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
40	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
41	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
42	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
43	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
44	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
45	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
46	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
47	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
48	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
49	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
50	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
51	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
52	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
53	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
54	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
55	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
56	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
57	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
58	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
59	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
60	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
61	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
62	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
63	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
64	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5
65+	4.5	9	13.5	18	22.5	27	31.5	36	40.5	45	49.5	54	58.5	63	67.5