

**GLASGOW KELVIN COLLEGE**  
**EXECUTIVE COMMITTEE MEETING OF 17 FEBRUARY 2021**  
**VOLUNTARY SEVERANCE SCHEME - AMENDMENT**  
**REPORT BY PRINCIPAL**

**1. Introduction**

The purpose of this paper is to provide an update to the Executive Committee on the proposed final Voluntary Severance (VS) scheme compensation package to be offered to staff in calendar year 2021 and to approve the associated amendment to the relevant terms within the Voluntary Severance (VS) scheme previously approved by the Board at their meeting on Monday 07 December 2020.

The proposal reflects the Board's desire to optimise the Voluntary Severance (VS) scheme compensation package to be offered to staff in calendar year 2021 noted during their approval of the scheme at their meeting on Monday 07 December 2020.

The Executive Team is grateful to the Chair and Members for agreeing to this meeting at short notice. The reason for this meeting is to ensure that GCRB and SFC approval can be finalised to allow staff access to the scheme in a timely manner and for the College to put suitable planning in place to accommodate the smooth transition for volunteering staff. This is even more critical given the current dynamic operational planning and management environment.

**2. Supporting Papers**

The Finance Report, attached at 7ii), to be presented to the Finance and Resources Committee, Tuesday 16 February 2021 details the Quarter 2 Forecast which now demonstrates the College's ability to fund the proposed improvement to the Voluntary Severance (VS) scheme compensation package to be offered to staff.

The Voluntary Severance Scheme – Amended Version, attached at 7iii), provides the detail of this improved compensation package.

**3. Equality Impact**

No negative impacts on people with protected characteristics have been identified as a consequence of this amendment. As stated previously to Members, they should note that there may be situations where there may be significant exit costs associated with membership of the Strathclyde Pension Scheme which may prevent some individuals leaving the College under the terms of the VS scheme. These are related to the age of the employee but are mandatory and out with the control of the College.

#### **4. Risk & Assurance**

There are no additional risks as a consequence of this amendment. However as previously advised the following risks still remain: there is a risk to the ability of the College to operate on a financially sustainable basis in the event that it is not able to achieve VS savings; there is still a risk, albeit potentially reduced, that the scheme will not be attractive to sufficient numbers of staff; and a further risk that natural turnover will reduce as staff expect to receive a severance payment upon exiting the College.

In respect of assurance, the College has operated VS schemes numerous times in the past and the Board will receive further external assurance that all governance requirements will have been complied with from GCRB at the point they approve the scheme.

#### **5. Data Protection**

There are no additional data protection issues as a consequence of this amendment. However, as previously stated there will be significant personal data handling associated with the operation of the scheme. Such personal data will be managed in line with existing procedures in place with the HR Team, SMT and Secretariat. Line managers will also be informed of the confidential nature of related discussions.

#### **6. Recommendations**

Members of the Executive Committee are recommended to;

- i) note the content of this paper;
- ii) note the content of Finance Report; and
- iii) approve the Voluntary Severance Scheme – Amended Version presented.

#### **7. Further Information**

Members may obtain further information relating to the contents of this report from Derek Smeall, Principal at [dsmeall@glasgowkelvin.ac.uk](mailto:dsmeall@glasgowkelvin.ac.uk)