

## SEEDA STAFF EXIT COSTS DUE TO DOWNSIZING AND CLOSURE OF THE AGENCY

1. The exit packages listed below relate to:
  - a. Reductions in headcount required under the Agency's major operational downsizing in 2009/10, which had a payback period of 1.3 years.
  - b. Staff being made redundant in 2010/11 as part of the Agency's transition to closure, and where it has not been possible to transfer functions and staff and thereby avoid redundancy.

2. Exit costs are accounted for in full in the year departure is agreed. Each cost band therefore includes, as a capitalised single sum, all payments made or to be made, including any annual pension to be received by the individual up to the age of 60. Shown in brackets are the number of staff being made redundant, where the total sum includes the cost of annual pension up to the age of 60. Redundancy and other departure costs are paid in accordance with the provisions of the Principal Civil Service Compensation Scheme, a statutory scheme owned by the Government and made under the Superannuation Act. Changes to the scheme in December 2010 mean that redundancy payments to staff after that date are significantly reduced.

Exit package cost band	Number of compulsory redundancies		Number of other departures agreed	
	2009/2010	2010/2011	2009/2010	2010/2011
<£10,000	0	0	8	6
£10,000 - £25,000	0	0	35	13
£25,000 - £50,000	0	0	17 (2)	8 (1)
£50,000 - £100,000	0	0	5 (1)	4
£100,000 - £150,000	0	0	4 (2)	3 (2)
£150,000 - £200,000	0	0	2 (2)	
£200,000 - £250,000	0	0	1 (1)	
£250,000 - £300,000	0	0	1 (1)	
£300,000 - £350,000	0	0	1 (1)	1 (1)
£350,000 - £400,000	0	0	1 (1)	
£400,000 - £450,000	0	0	0	
£450,000 - £500,000	0	0	1 (1)	
<b>Total number of exit packages</b>	0	0	76 (12)	35 (4)
<b>Total cost</b>	0	0	£4,194,522	£1,517,678