

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, 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 redundancy, early retirement, and other departure costs. In particular, where individuals being made redundant opt to take early retirement, the exit cost shown below includes annual pension to be received by the individual up to the age of 60 and any pension lump sums payable under the particular scheme. Shown in brackets are the number of staff being made redundant who have opted for early retirement in accordance with the Principal Civil Service Compensation and Pension Schemes. The total sum in these cases includes all early pension payments including the cost of annual pension up to the age of 60 and any lump sum payable under the particular pension scheme. All redundancy, early retirement and other departure costs are paid in accordance with the provisions of the Principal Civil Service Compensation Scheme and the Principal Civil Service Pension Scheme; statutory schemes owned by the Government. Changes to the Civil Service Compensation scheme in December 2010 mean that redundancy payments to staff after that date are significantly reduced; and new rules on early retirement were also introduced.

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)		
Total number of exit packages	0	0	76	(12)	35	(4)
Total cost	0	0	4,194,522		1,517,678	