

**Costs/Savings to the Council with no compulsory redundancies**

<b>Years</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>Total</b>
	<i>Note 1</i>	<i>Note 2</i>					
Cost of redundancy / early retirement to the Council	50,412	173,080					<b>223,492</b>
Base budget saving		-156,477	-218,261	-218,261	-218,261	-218,261	<b>-1,029,521</b>
Cashflow	50,412	16,603	-218,261	-218,261	-218,261	-218,261	<b>-806,029</b>
<b>Cumulative cashflow</b>	<b>50,412</b>	<b>67,015</b>	<b>-151,246</b>	<b>-369,507</b>	<b>-587,768</b>	<b>-806,029</b>	
<b>Payback =</b>	<b>1.443 years</b>						

Note 1 £50,412 equates to the redundancy costs of one Executive Director from March 2014

Note 2 £173,080 equates to the redundancy costs and cost to the pension fund of early retirement of the post of Director of Commissioning and one Administrative post from October 2014