Bury Council

Voluntary Exit Scheme

Draft and embargoed senior managers

September 2026

Contents

Contents 2
1. Aim 3
2. Scope and timescales 3
3. VES terms and conditions 3
4. Process 4
5. Decision making criteria 5

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1. Aim

1.1 The Voluntary Exit Scheme 2026 (VES) aims to enable employees, by mutual agreement with the Council, to leave employment in return for a severance payment.

1.2 It is designed to support organisational change, reduce the need for compulsory redundancies, and create opportunities for redeployment of staff into vacant roles.

1.3 Under VES, there is no entitlement to redundancy payments or pension scheme redundancy benefits, as the employee is choosing to leave by agreement rather than being dismissed due to redundancy.

2. Scope and timescales

2.1 VES will be offered to all eligible employees from Monday 14 September 2026 and will close for applications on Sunday 27 September 2026.

2.2 Decisions will be made by a Corporate Panel based on service requirements and whether a business case can be demonstrated. This will include the ability to release monies from core funding.

2.3 Applications will be considered during October 2026, and decisions will be communicated by the end of October 2026.

3. VES terms and conditions

3.1 Employees will qualify for two weeks' gross basic (SCP value, pro rata as appropriate) pay for each completed year of continuous service up to a maximum of 12 months' salary (26 years' service) up to a limit of £30,000.

3.2 Settlement payments are based on your basic salary at time of application and do not include honoraria, acting up payments, or any other adjustments.

3.4 Payments up to £30,000 are tax free.

3.5 If you are on secondment, you can only express an interest in respect of your substantive role.

3.6 The scheme is available for a limited period; the effective date for leaving the Council will be 31 January 2027. Employees are expected to work their contractual notice and utilise all annual leave and banked leave.

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3.7 The terms of the existing Flexible Retirement scheme will not change, and this scheme will run concurrently with the existing provision. If you have already had an application for flexible retirement approved those arrangements will still stand and you won't be able to apply under VES.

3.8 Under VES the reason for your employment ending will be on the grounds of "mutual termination" and employees will have to agree to and sign an Individual Settlement Agreement.

3.9 The scheme will only be available to those volunteering for mutual termination; it will not be available retrospectively in the event that an employee has been given notice of redundancy.

3.10 Expressions of interest will only be supported where there is a net saving to the Council within the 12-month period following the leaving date.

3.11 If your application is successful, you will not be able to gain new employment with the Council. It is Council Policy that former employees who leave the Council through any form of enhanced severance package will not be re-engaged in normal circumstances at any point and without the approval of the Assistant Director of People, Inclusion and Culture and Cabinet Member for Finance and Corporate Services. This includes engagement via Agency or a contract for services.

4. Process

4.1 Employees wishing to make an application for the scheme should complete an application form Voluntary Exit Scheme – Fill in form



For employees without a Bury Council email address, they should complete an application form using this link and QR code below. Voluntary Exit Scheme (No Council Email) – Fill in form

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4.2 Applications will then be considered by the Head of Service and a business case completed if they support the application.

4.3 Business cases will then be put before a panel, who will give final approval.

4.4 There will be no right of appeal.

5. Decision making criteria

Decisions will be based on business need including:

- Impact on front line service users and other customers
- Vacancies in the immediate team and wider service
- Ability to release savings from a revenue budget
- Ability to create digital solutions to ease the impact on wider team

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