

2. SUPPORT SERVICES DEPARTMENT - SCIENTIFIC SERVICES - EARLY RETIREMENT AND CHANGE TO ESTABLISHMENT (AN358-2004)

The Committee is requested to approve the early retirement on the grounds of the efficiency of the service of a Principal Analyst in Scientific Services on 30 September 2004.

This retirement will be in accordance with the Local Government Pension Scheme (Scotland) Regulations 1998 and would be with maximum enhancement in accordance with the Local Government (Discretionary Payments and Injury Benefits) (Scotland) Regulations 1998.

The Scientific Services Manager has reviewed the demands on his service and his staffing requirements and has concluded that the employee should be replaced by a Senior Analyst. Accordingly, the Committee is requested to approve the deletion of one post of Principal Analyst, grade PO11-14, £32,244 - £34,554 per annum, and the establishment of one post of Senior Analyst, grade PO7-10, £29,133 - £31,536 per annum. The new post of Senior Analyst would be advertised within Scientific Services.

The Depute Chief Executive (Finance) advises that, if the recommendations in this report were approved, there would be net costs in the current financial year of £14,154, which will be met from the department's Revenue Budget.

In years 2 to 5 there will be net savings of £3,481 per annum, while from year 6 onwards net savings of £5,711 will result.

	<u>Year 1</u> <u>2004/05</u>	<u>Years 2 to 5</u> <u>2005/06 - 08/09</u>	<u>Year 6, etc.</u>
Saving in non filling of post	21,449	42,896	42,896
Cost of new post	(18,593)	(37,185)	(37,185)
<u>Less:</u> additional superannuation costs (incl. employer's costs)	(17,010)	(2,230)	0
NET SAVINGS (COSTS)	(14,154)	3,481	5,711