

a	b	c	d	e	f	g	h	i	j	k	l	m	Adjustment for BuyBack (33% reduction based on budget value)		
Staff Group	Current Total No of Staff	PPPMKII Structure	No of Staff ‘At Risk’ if all staff choose to stay in current roles	Proposed new WOK Total	No of Staff in WOK (Internal Appointment Rate 25%)	No of Staff ‘At Risk’ (WOK Internal Appointment Rate 25%)	No of staff WOK need to externally recruit	WOK 100% Averaged Redundancy Cost	WOK 34% Averaged Redundancy Cost	WOK 100% Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s
Management	14	14	0	6	0	0	6.0	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -
Enforcement Officer with Professional Qualifications	26	17	9	16	2	6.8	13.8	£ 270,601	£ 92,004	£418,544	£ 142,305	£ 276,239	£ 279,029	£ 94,870	£ 184,159
Enforcement without Professional Qualifications	37	25	12	8	3	9	5.0	£ 203,182	£ 69,082	£383,327	£ 130,331	£ 252,996	£ 255,552	£ 86,888	£ 168,664
Support	13	9	4	2	1	3	1.0	£ 33,610	£ 11,427	£35,118	£ 11,940	£ 23,178	£ 23,412	£ 7,960	£ 15,452
Specialist	10	10	0	2	0	0	2.0	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -
	100	75	25	34	6	18.75	27.75	£ 507,393	£ 172,514	£ 836,989	£ 284,576	£ 552,413	£ 557,993	£ 189,718	£ 368,275

a	b	c	d	e	f	g	h	i	j	k	l	m	Adjustment for BuyBack (33% reduction based on budget value)		
Staff Group	Current Total No of Staff	PPPMKII Structure	No of Staff ‘At Risk’ if all staff choose to stay in current roles	Proposed new WOK Total	No of Staff in WOK (Internal Appointment Rate 50%)	No of Staff ‘At Risk’ (WOK Internal Appointment Rate 50%)	No of staff WOK need to externally recruit	WOK 100% Averaged Redundancy Cost	WOK 34% Averaged Redundancy Cost	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s
Management	14	14	0	6	0	0	6.0	£ -	£ -	£ -	£ -	£ -	£0.00	£0.00	£0.00
Enforcement Officer with Professional Qualifications	26	17	9	16	5	5	11.5	£ 180,401	£ 61,336	£ 316,327	£ 107,551	£208,776	£210,885	£71,701	£139,184
Enforcement without Professional Qualifications	37	25	12	8	6	6	2.0	£ 135,454	£ 46,055	£ 274,412	£ 93,300	£181,112	£182,941	£62,200	£120,741
Support	13	9	4	2	2	2	0.0	£ 22,407	£ 7,618	£ 24,349	£ 8,279	£16,071	£16,233	£5,519	£10,714
Specialist	10	10	0	2	0	0	2.0	£ -	£ -	£ -	£ -	£0	£0	£0	£0
	100	75	25	34	13	13	21.5	£ 338,262	£ 115,009	£ 615,088	£ 209,130	£405,958	£410,059	£139,420	£270,639

a	b	c	d	e	f	g	h	i	j	k	l	m	Adjustment for BuyBack (33% reduction based on budget value)		
Staff Group	Current Total No of Staff	PPPMKII Structure	No of Staff ‘At Risk’ if all staff choose to stay in current roles	Proposed new WOK Total	No of Staff in WOK (Internal Appointment Rate 75%)	No of Staff ‘At Risk’ (WOK Internal Appointment Rate 75%)	No of staff WOK need to externally recruit	WOK 100% Averaged Redundancy Cost	WOK 34% Averaged Redundancy Cost	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s
Management	14	14	0	6	0.0	0	6.0	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -

Enforcement Officer with Professional Qualifications	26	17	9	16	6.8	2	9.3	£ 45,100	£ 15,334	£134,769	£45,821	£ 88,948	£ 89,846	£ 30,548	£ 59,298
Enforcement without Professional Qualifications	37	25	12	8	9.0	3	-1.0	£ 33,864	£ 11,514	£72,953	£24,804	£ 48,149	£ 48,635	£ 16,536	£ 32,099
Support	13	9	4	2	3.0	1	-1.0	£ 5,602	£ 1,905	£12,200	£4,148	£ 8,052	£ 8,133	£ 2,765	£ 5,368
Specialist	10	10	0	2	0.0	0	2.0	£ -	£ -	£0	£0	£ -	£ -	£ -	£ -
	100	75	25	34	19	6.25	15.25	£ 84,566	£ 28,752	£219,922	£74,773	£ 145,148	£ 146,615	£ 49,849	£ 96,766

a	b	c	d	e	f	g	h	i	j	k	l	m	Adjustment for BuyBack (33% reduction based on budget value)		
Staff Group	Current Total No of Staff	PPPMKII Structure	No of Staff 'At Risk' if all staff choose to stay in current roles	Proposed new WOK Total	No of Staff in WOK (Internal Appointment Rate 100%)	No of Staff 'At Risk' (WOK Internal Appointment Rate 100%)	No of staff WOK need to externally recruit	WOK 100% Averaged Redundancy Cost	WOK 34% Averaged Redundancy Cost	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s	WOK Worst Case Redundancy Cost^ '000s	WOK 34% Worst Case Redundancy Cost '000s	PPP Worst Case Redundancy Cost^ 000s
Management	14	14	0	6	0.0	0	6.0	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ -
Enforcement Officer with Professional Qualifications	26	17	9	16	9.0	0	7.0	£ -	£ -	£0.00	£ -	£ -	£ -	£ -	£ -
Enforcement without Professional Qualifications	37	25	12	8	8.0	4	0.0	£ 45,151	£ 15,352	£95,675	£ 32,529	£ 63,145	£ 63,783	£ 21,686	£ 42,097
Support	13	9	4	2	2.0	2	0.0	£ 11,203	£ 3,809	£24,349	£ 8,279	£ 16,071	£ 16,233	£ 5,519	£ 10,714
Specialist	10	10	0	2	0.0	0	2.0	£ -	£ -	£0	£ -	£ -	£ -	£ -	£ -
	100	75	25	34	19	6	15	£ 56,355	£ 19,161	£120,024	£ 40,808	£ 79,216	£ 80,016	£ 27,205	£ 52,811