



**WALES AUDIT OFFICE**  
**SWYDDFA ARCHWILIO CYMRU**

**Wales Audit Office / Swyddfa Archwilio Cymru**

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*Dear Simon*

**Voluntary Exits 2016-17 review of exit payments**

I refer to the Committee's report on the Annual Report and Accounts, Estimate etc. of the Wales Audit Office, dated November 2017.

Recommendation 4 asked us to report back to the Committee on the potential issues with the voluntary exit scheme as soon as resolved. I am able to advise that our review has now concluded.

The review was triggered by Cabinet Office guidance arising from the UK Government having lost a Judicial Review of the changes to the Civil Service Compensation Scheme in 2016. The guidance required us to review the decisions made in relation to Voluntary Exits covered by the 2016 scheme terms and determine, as employer, whether we would have made higher payments had the 2010 scheme terms been in force at the time.

Voluntary Exit schemes are discretionary, with flexibility for employers to offer anything between the equivalent statutory minimum and the maximum standard tariff. The decision on the terms offered under Voluntary Exit is at the discretion of the employer and there is no right to be offered specific terms.

Our review concluded that exit payments calculated at a higher rate would not have been affordable to the Wales Audit Office and therefore we would not have made payments at any higher rate than those made. We have advised the Cabinet Office, along with former colleagues who exited under the 2016 scheme terms, of our review and its outcome.

I hope this is helpful.

*Yours sincerely*

**Steve O'Donoghue**  
**Director of Finance & HR**