

## **Frequently Asked Questions relating to the [Voluntary Early Release Scheme](#)**

### **Are all employees entitled to apply for Voluntary Early Release?**

Yes, all employees can apply for voluntary early release, however the following conditions/exclusions must be met:

- They must have been employed by the NHS in Wales for a minimum of 12 months
- They must not have resigned or accepted another post within NHS Wales/DHSSC
- They must not have been notified of the date of termination of my contract of employment for any other reason
- They must not currently be under notice of a Capability Hearing into their performance
- They must not currently be under notice of a Disciplinary Hearing into their conduct
- They must not have given formal notice to retire

### **How is the compensatory amount calculated?**

The payment amount is one month's pay for each completed year of reckonable service with the NHS, with a maximum of 12 months pay.

### **What happens if my line manager does not support the application?**

The Scheme is entirely voluntary and there is no legal obligation on the part of the employing NHS organisation to accept any individual application nor an obligation for any employee to apply for the scheme or accept voluntary early release. If there is no supporting business case for the voluntary early release application, the line manager will be unable to approve the application.

### **What happens if my application is turned down?**

There is no right of appeal against the decision not to grant Voluntary Early Release.

### **What happens if I want to get another job after successfully applying for VER?**

It is a condition of any early release that successful applicants will not seek to return to employment within the NHS (in Wales) or the DHSSC, Welsh Government within a period equal to the duration of the compensatory payment plus three months, subject to a minimum period of 4 months.

Examples: 4 months after 1 year's service  
5 months after 2 years' service  
6 months after 3 years' service  
7 months after 4 years' service,

Increasing thereafter up to **15 months** after 12 years' service.

### **How do I apply?**

By using the [VER application form](#), in conjunction with [How to...apply for Voluntary Early Release Scheme \(VERS\)](#)