



**SUBJECT: REDEPLOYMENT STATISTICS**

**REPORT BY: HEAD OF HUMAN RESOURCES AND ORGANISATION DEVELOPMENT**

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## **1. PURPOSE OF REPORT**

- 1.1 To advise Elected Members on the current data around redeployments in CCBC.

## **2. SUMMARY**

- 2.1 The redeployment pool has been established since 2008.
- 2.2 The purpose of the pool is to minimise the number of redundancies that CCBC make by redeploying displaced employees into alternative employment within the Council.
- 2.3 Managers' perceptions of the redeployment pool are changing as they recognise the need for savings and changes in some departments means that good quality employees may find themselves displaced.
- 2.4 An overview on the numbers of employees affected and the volumes of people being managed through the pool can be seen below.

## **3. LINKS TO STRATEGY**

- 3.1 The new Redeployment process links to the People Management Strategy and therefore to all other strategies, including all equality strategies, policies and procedures, that relies on employees to deliver the strategy and service provision. There are also links to the Council's Medium Term Financial Plan.

## **4.0 REPORT**

- 4.1 The HR team run an effective redeployment process for the Council. This is achieved by managing vacancies and reviewing at the earliest opportunity whether there is an employee in the pool able to fill a vacancy before that vacancy is advertised.
- 4.2 Where there is an employee with the suitable skills, knowledge and experience or transferrable skills so with some training they can be competent in the post, an informal discussion between the employee and manager is organised and a trial period undertaken. If successful the employee is redeployed into that post.
- 4.3 Between April 2011 and April 2012, 28 employees have been redeployed on a permanent basis. Since April 2012 until August 31 2012, 8 have been redeployed on a permanent basis. From August 2011 until April 2012 there have been 35 temporary redeployments (fixed term contracts). Between April 2012 and August 2012 there have been 11 fixed term redeployments. This includes some extensions to contract. Four of these fixed term contracts are medical redeployments.

- 4.4 One of the key challenges is many posts are for a fixed term only. Therefore many employees are only out of the pool for a specific period of time, e.g. 3, 6 or 12 months. This means there is constant pressure to find new placements for those individuals.
- 4.5 Currently, there are 41 employees on fixed term contracts via the redeployment pool. 9 of these fixed term contracts have an end date before 31.12.2012 and another 7 end by March 2013. There will be a significant amount of work to place these employees in their next contracts.
- 4.6 Further work will be done to look at how those transferring are supported and on how the Council can use the competency framework to skills match people to posts and provide technical training to meet the needs of the post.

## **5. EQUALITIES IMPLICATIONS**

- 5.1 This report is for information purposes, so the Council's EqIA process has not been applied, however Equalities and Welsh Language issues formed part of the consultation process.

## **6. FINANCIAL IMPLICATIONS**

- 6.1 The redeployment of employees makes significant savings for the Council in terms of redundancy payments.
- 6.2 There may be an increasing challenge in future years to redeploying employees if there is further pressure on service budgets and fewer posts available.

## **7. PERSONNEL IMPLICATIONS**

- 7.1 An effective redeployment process impacts on morale and supports the retention of skilled employees. Funding spent on learning and development can be reinvested into the business.

## **8. CONSULTATIONS**

- 8.1 HR Manager, Customer Services  
Head of HR and OD  
Deputy Chief Executive  
Corporate Services SMT
- 8.2 The Process for redeployment has undergone the Council's consultation process and the views of the Council's recognised trade unions and the Senior Policy Officer (Equalities and Welsh Language) were considered at that time. This report is information only.

## **9. RECOMMENDATIONS**

- 9.1 That Elected Members note the success of the scheme to date and continue to support redeployment positively.
- 9.2 Elected Members recognise the challenges of managing the number of fixed term contracts.

## **10. REASONS FOR THE RECOMMENDATIONS**

- 10.1 As the scheme is successful and this success can only be maintained by the engagement of managers and supervisors in the organisation.

## **11. STATUTORY POWER**

11.1 Local Government Act 1972, Local Government Act 2000, Employment Act 2008

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