



SUBJECT: REDUNDANCY REPORT

REPORT BY: HEAD OF HUMAN RESOURCES AND ORGANISATION DEVELOPMENT

1. PURPOSE OF REPORT

1.1 The purpose of this report is to advise Elected Members on redundancies made in 2011/12.

2. SUMMARY

2.1 The Council has been very successful in transferring employees into other posts to avoid redundancy situations. However, if a transfer opportunity is not available then there may be a redundancy situation.

2.2 In terms of the number of compulsory redundancies, this has been 7 in 2011/12 against just 3 in 2010/11.

3. LINKS TO STRATEGY

3.1 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 links to the Council's new Career transfer Scheme and previous redeployment initiatives. There are also links to the Council's Medium Term Financial Plan.

4. REPORT

4.1 The Council has been very successful in transferring employees into other posts to avoid redundancy situations. If a transfer opportunity is not available, then there may be a redundancy situation.

4.2 In 2011/12 there have been 8 compulsory redundancies compared to 3 in 2010/11. Details of the posts can be seen in Appendix 1

4.3 In 2011/12 there have also been 19 Voluntary Early Retirements.

4.4 These figures should also be considered in the light of the number of redeployments undertaken. In 11/12 there were 20 permanent redeployments and 49 fixed term redeployments.

4.5 Redundancy is the last resort and every effort will always be made to avoid this situation by considering all other options including VER.

4.6 Appendix two shows the levels of redundancies in other neighbouring Authorities. It is worth noting the low level in CCBC in comparison.

5. EQUALITIES IMPLICATIONS

- 5.1 This report is for information purposes, so the Council's EqIA process does not need to be applied, however it should be noted that all Council's personnel-related policies have been impact assessed during 2012 as part of the work around the Corporate Health Standard

6. FINANCIAL IMPLICATIONS

- 6.1 There are obvious financial implications to redundancy. Currently a Service Area has to cover the cost of a VER within 2 years (ideally 1 year) in order to have the request agreed. Because of the access to pension that comes with the VER there is an additional cost for the service area to fund.

7. PERSONNEL IMPLICATIONS

- 7.1 There is an impact of redundancy not only on the employee(s) being made redundant but also on their work colleagues in terms of workloads and morale. Managers have to carefully manage redundancy situations within the workplace.
- 7.2 Within the Council, redundancy is the last resort and the redeployment statistics show how successful the Council have been to date in terms of transferring employees between departments.
- 7.3 When undertaking a redundancy scenario, managers must seek HR advice to ensure no claims of unfair selection can be raised and that employees are consulted with appropriately and supported through the process.

8. CONSULTATIONS

- 8.1 Head of HR and OD
HR Strategy and Development Team
HR Service Manager Customer Services
Deputy Chief Executive
Corporate Services SMT

9. RECOMMENDATIONS

- 9.1 That Elected Members note the content of the report.

10. REASONS FOR THE RECOMMENDATIONS

- 10.1 So Elected Members are aware of the current low level of redundancies across the Council.

11 STATUTORY POWER

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

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Appendices:

Appendix 1 CCBC Redundancies 2011-12

Appendix 2 Welsh Councils Redundancies 2010/11 and 11/12