



## **POLICY AND RESOURCES SCRUTINY COMMITTEE – 29TH SEPTEMBER 2009**

**SUBJECT: BUDGET STRATEGY – VACANCY MANAGEMENT**

**REPORT BY: DIRECTOR OF CORPORATE SERVICES**

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### **1. PURPOSE OF REPORT**

- 1.1 To provide Members with the up-to-date position on the vacancy management strategy being adopted in accordance with the 2009/10 budget strategy approved by Council in March 2009.

### **2. THE REPORT**

- 2.1 Members will be aware that as part of the budget strategy, Directorates were set very challenging vacancy management targets and would be required to delete posts from its structures to stay within budget.
- 2.2 Members have requested information on the numbers of posts deleted, which is provided in the appendices attached.
- 2.3 From previous comments in this Committee and at Council, Members have identified “80” posts to be deleted. This has never been formally agreed and was only ever used as an illustrative figure based on the cash target that needed to be achieved.
- 2.4 It is also important for Members to be aware that vacancy management will not only be about deleting posts but also about delaying the filling of posts and restructuring and rationalising structures. Together, these strategies have been aimed at avoiding the need for compulsory redundancies.
- 2.5 This strategy has been successful and no compulsory redundancies have been necessary as part of this strategy to date.
- 2.6 I would also wish to remind Members that the housing revenue account is separate to the budget strategy and therefore should be considered separately. For the avoidance of doubt, any vacancy management savings achieved within the housing service is redistributed within the housing revenue account for the benefit of Council house tenants.
- 2.7 The posts that have been deleted to achieve the 2009/10 budget strategy have been identified and are detailed in Appendix 1.
- 2.8 Information on Housing Revenue Account posts deleted is detailed in Appendix 2.

### **3. LINKS TO STRATEGY**

- 3.1 Vacancy management is identified as an integral part of achieving a balanced budget.

#### **4. FINANCIAL IMPLICATIONS**

4.1 Proposals are consistent with the budget strategy approved by Council.

#### **5. PERSONNEL IMPLICATIONS**

5.1 Trade unions continue to work with us to avoid the need for compulsory redundancies as part of the 2009/10 budget strategy.

5.2 Members continue to receive reports for restructuring/rationalisation as it occurs.

5.3 Corporate Management Team continues, on a weekly basis, to vet vacancy requests to ensure only those that are essential are advertised.

5.4 Members receive from time to time, business cases for voluntary early retirement under the "85 year rule" at the Pensions and Compensation Sub-Committee.

5.5 Staff who are displaced from posts deleted have and will continue to be offered suitable alternative employment.

5.6 Managers culture to review structures and staffing requirements and seek to minimise the use of external agency staff wherever possible. To date we have proven that this can be successfully achieved with 30 staff having been redeployed following this approach being implemented.

#### **6. RECOMMENDATIONS**

6.1 Members are asked to note the information contained within this report.

#### **7. REASONS FOR THE RECOMMENDATIONS**

7.1 To respond to a Member's request for information.

#### **8. STATUTORY POWER**

8.1 Local Government Act 1993

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Appendices:  
Appendix 1 Posts Deleted  
Appendix 2 Housing Revenue Account Posts Deleted