



**POLICY AND RESOURCES SCRUTINY COMMITTEE –
16TH DECEMBER 2010**

SUBJECT: REDEPLOYMENT & PROTECTION ARRANGEMENTS – AN OPTIONS PAPER

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

1.1 This report introduces a range of options for consideration in relation to the current redeployment and protection arrangements.

2. SUMMARY

2.1 Scrutiny received the attached report and options paper on the 5th of October 2010. Members deferred the report at that stage, pending further consultation in particular with the Trades Unions. Consultation has now been concluded and this report makes recommendations in relation to the options presented in the attached paper.

3. LINKS TO STRATEGY

3.1 The redeployment process links to the People Management Strategy and therefore to all other strategies that rely on employees to deliver the strategy and service provision.

4. THE REPORT

4.1 Attached as an appendix to this report is a detailed options paper that was been prepared for consultation.

5. FINANCIAL IMPLICATIONS

5.1 Dependant upon the preferred options and the decisions taken there will be financial effects with regard to redeployment and protection arrangements. At this stage we are not in a position to provide any detailed costings.

6. PERSONNEL IMPLICATIONS

6.1 There will be implications for any employees who find themselves in the redeployment pool and for the Managers and Officers who will need to search for suitable posts for them.

6.2 This process applies to all staff on permanent contracts or who have permanent status with the authority. Employees on temporary contracts (casual, temporary, fixed term) would receive the relevant notice provisions, and all reasonable efforts would be made to identify redeployment opportunities during this notice period.

- 6.3 The arrangements relating to redeployment and protection will not effect historic arrangements already in place e.g. CCBC's Single Status Agreement. They will only apply to any future changes made within the organisation.

7. CONSULTATIONS

- 7.1 This Options paper has been prepared for consultation purposes, and is in itself a part of the consultation process. Our legal advisers have been consulted to ensure that the options provided within the paper are compliant with the law. Where there is a clear difference in view, this has been reflected in the report.

8. RECOMMENDATIONS

- 8.1 That Policy and Resources Scrutiny Committee consider the Options paper and provide feedback on their views on the options outlined. Recommendations for adoption of the options are laid out below.
- 8.2 In terms of time spent in the redeployment pool (3.1 in attached options paper) – the recommendation is that employees receive 12 weeks in the redeployment pool plus contractual notice period.
- 8.3 In terms of trial periods (3.2 in attached options paper) it is recommended that employees receive a standard 4 week trial period (unless there are exceptional circumstances agreed by the Head of HR & OD), and that the “clock stops” for the purposes of their redeployment period.
- 8.4 In terms of protection periods (3.3 in attached options paper) it is recommended that employees receive a protection period on their basic salary rate for up to 12 months if they are redeployed to a lower graded post. (If their salary increases during this period then the protection will be reduced or ceased in line with the original salary rate).
- 8.5 In consultation with the Trades Unions, common consensus has been reached on the proposals relating to time spent in the redeployment pool (8.2 above) and the trial periods (8.3 above). Whilst understanding the difficulty from a legal perspective why the council is proposing a change in the protection period, the Trades Unions would prefer a longer period of protection than that recommended in the report (8.3 above).

9. REASONS FOR THE RECOMMENDATIONS

- 9.1 The reasons for the recommendations are to ensure that the Council achieves it's budget efficiency savings in line with the Medium Term Financial Plan within the required timescales but also to ensure that it complies with employment legislation, and that all staff are treated in an equitable manner.

10. STATUTORY POWER

Local Government Act 1972, Local Government Act 2000, Employment Rights Act 1996

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Consultees: Corporate Management Team
HR Strategy Group
HR Management Team

Directorate Management Teams
Council's Equality Group
Council's trade unions (on the Options Paper)

Appendices:
Appendix 1

Policy and Resources Scrutiny Committee Report dated 5th October 2010 and attached appendix, Options Paper – Redeployment Process