



POLICY AND RESOURCES SCRUTINY COMMITTEE – 5TH OCTOBER 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 Currently employees who find themselves in the redeployment pool are able to spend an unlimited period of time in the redeployment pool. The Service Area that releases the employee into the redeployment pool picks up the salary costs for this period of time. The fact that the employee is able to spend a large period of time in the redeployment pool is a considerable cost to the releasing department at a time when they have had to reduce employees as a result of a reduction in their budget. The current budgetary problems facing the Council means that it will no longer be able to sustain employees being in the redeployment pool for an unlimited period of time. When an individual is redeployed to a lower graded post, then their salary has been protected for up to 3 years.
- 2.2 As a result a number of options are brought forward for consideration to help in contributing towards budget efficiency savings. The options proposals outlined in the attached paper, meet employment legislation and external legal advice has been taken in this regard.

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 has been prepared for consultation. CMT have requested that consultation is undertaken with Scrutiny, Management Teams, Trades Unions and employees and the feedback received will be provided to CMT to inform their decision making process.

5. FINANCIAL IMPLICATIONS

- 5.1 Dependant upon the preferred options and the decisions taken there will be financial effects in regards 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 personnel 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. If it is not possible to redeploy employees, there is the time involved in consulting with employees and trade unions and making the employees redundant.

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 options paper are compliant with the law.

8. RECOMMENDATIONS

- 8.1 That Policy and Resources Scrutiny Committee consider the Options paper and provide feedback on their views in relation to the options outlined.

9. REASONS FOR THE RECOMMENDATIONS

- 9.1 The reasons for the recommendations are to ensure that the Council achieves its 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.

10. STATUTORY POWER

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

Author: Gareth Hardacre, Head of Human Resources and Organisation Development
Consultees: Corporate Management Team
HR Strategy Group
Corporate Human Resources Manager
Personnel Manager – Chief Executives' Department
Personnel Manager – Education & Leisure
Personnel Manager – Directorate of the Environment
Personnel Manager – Directorate of Social Services
Organisation Development Manager
Employee Service Centre Manager
Council's trade unions (on the Options Paper)

Appendices:
Appendix 1 Options Paper – Redeployment Process