

## **UPDATE ON MANAGING WORKFORCE CHANGE AND REDEPLOYMENT**

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### **1. Executive Summary**

- 1.1 This report updates Members on the on-going management of Workforce Change and outlines progress to date on the successful redeployment of employees throughout the Council in support of the efficiency programme.

### **2. Background**

- 2.1 Wirral Council is committed to ensuring that it is able to operate efficiently and effectively within a changing financial environment, where organisational change may be necessary which may lead to a need to reduce the number of people employed in a particular service area. This report updates Members on the steps and initiatives taken to redeploy or find other resolutions for those employees currently on the redeployment register as a result of organisational change, end of fixed term contracts or ill health.

### **3. Managing Workforce Change Policies**

- 3.1 The workforce change policies are currently being reviewed and updated to ensure they are fit for purpose as the Council faces new budgetary and workforce challenges.

### **4. Agreed Savings**

- 4.1 As savings are agreed within Departments across the Council the Corporate Redeployment Team liaises with Human Resources Teams so that any changes resulting in re-structures and/or a reduction of staff can be managed through a clearly defined, supportive and structured process.

The latest estimates of savings/number of staff likely to be affected are included at Appendix 1 which is part of the exempt items.

### **5. Review of the Redeployment register**

- 5.1 The Corporate Redeployment Team undertakes regular reviews of all employees currently on the redeployment register, with a particular focus on those who are approaching 6 months on the redeployment register and those who have been on the redeployment register for over 6 months. This information is reported to Chief Officer's Management Team fortnightly. A summary of the last report is attached at Appendix 2 which is part of the exempt items.

### **6. Vacancy Matching/Priority Interviews**

- 6.1 The Corporate Redeployment Team continues to work with Human Resources Teams to match employees on the Council's redeployment register against vacancies as they arise and to arrange for employees to attend priority interviews and trial periods in new posts in order to secure alternative employment.

## **7. Alternative Solutions**

- 7.1 Consideration of alternative solutions for individual redeployees, including Early Voluntary Retirement and Voluntary Severance has been ongoing, this includes "bumped" redundancies, thereby allowing the release of non affected staff to create redeployment opportunities for staff currently at risk.

## **8. Strategic Change Programme**

- 8.1 Work continues with the Strategic Change Programme to determine the staffing implications for these projects.

## **9. Financial implications**

- 9.1 The total salary cost of the posts that have been resolved to date is £10,945,366. including on costs.

## **10. Staffing implications**

- 10.1 The Council has achieved major efficiency savings and delivered significant workforce change through a supportive redeployment and reskilling /retraining framework, together with the consideration of and application of early voluntary retirement/severance where appropriate.

## **11. Equal Opportunities implications**

- 11.1 There are none arising from this report.

## **12. Community Safety implications**

- 12.1 There are none arising from this report.

## **13. Local Agenda 21 implications**

- 13.1 There are none arising from this report.

## **14. Planning implications**

- 14.1 There are none arising from this report.

## **15. Anti-poverty implications**

- 15.1 There are none arising from this report.

## **16. Human Rights implications**

- 16.1 There are none arising from this report.

**17. Social Inclusion implications**

17.1 There are none arising from this report

**18. Local Member Support implications**

18.1 There are none arising from this report.

**19. Background Papers**

19.1 There are no background papers relating to this report

**20. Recommendations**

20.1 That the report be noted.

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