

Wirral Council

EMPLOYMENT AND APPOINTMENTS COMMITTEE – 19 NOVEMBER 2007

REPORT OF DEPUTY CHIEF EXECUTIVE/DIRECTOR OF CORPORATE SERVICES

REGISTRATION OFFICERS – CHANGE IN EMPLOYMENT STATUS

1.0 EXECUTIVE SUMMARY

This report sets out the implications of the Statistics and Registration Service Act 2007 for the Council's Registration Service staff.

2.0 INTRODUCTION

2.1 Civil Registration in England and Wales was first introduced in 1837. Since then, the process and the administration of the service have remained broadly unchanged, with responsibility shared between the Registrar General, local authorities and registration officers.

2.2 Both the Registrar General and the registration officers are statutory office holders, with their duties set out in statute. Registration Officers are paid and appointed by local authorities but could only be dismissed by the Registrar General. They had no legal employer and as such had no access to employment tribunals.

2.3 Through this Act, the Government has changed the employment status of registration officers by moving them into local government employment.

3.0 EFFECT OF THE ACT

3.1 Part 2 of the Act provides for superintendent registrars, registrars and their respective deputies appointed under the Registration Service Act 1953 to become employees of the local authority that appointed them. It also provides for existing terms and conditions and pension rights to remain unaffected by the change of status and gives continuity of service for unfair dismissal and redundancy purposes. Existing responsibilities under the Registration Acts are unaffected.

3.2 The Act provides for the retention of existing terms and conditions and the transfer of liabilities when these office holders transfer to local authority employment.

3.3 No agreement has been reached yet on the implementation date for the Act but it is likely to be before the end of the year.

4.0 FINANCIAL IMPLICATIONS

The relevant financial implications in terms of buildings and pay have been considered and it is envisaged that there will be no financial implications for the Authority.

5.0 STAFFING IMPLICATIONS

5.1 The number of Council employees will increase by 11(10.2 fte) members of staff when the Act is implemented. In practice, the staff will continue to be managed within the Democratic Services function of Legal and Member Services.

6.0 EQUAL OPPORTUNITIES IMPLICATIONS

6.1. The Act will ensure that Registration staff have access to the Council's HR policies and procedures.

7.0 COMMUNITY SAFETY IMPLICATIONS

There are none arising from this report.

8.0 LOCAL AGENDA 21 IMPLICATIONS

There are none arising from this report.

9.0 PLANNING IMPLICATIONS

There are none arising from this report.

10.0 ANTI-POVERTY IMPLICATIONS

There are none arising from this report.

11.0 SOCIAL INCLUSION IMPLICATIONS

There are none arising from this report.

12.0 LOCAL MEMBER IMPLICATIONS

There are none arising directly from this report.

13.0 HUMAN RIGHTS IMPLICATIONS

There are none arising directly from this report.

14.0 BACKGROUND PAPERS

None, other than published papers.

15.0 RECOMMENDATIONS

That the report be noted.