

# WIRRAL COUNCIL

## COUNCIL EXCELLENCE OVERVIEW AND SCRUTINY COMMITTEE

17 NOVEMBER 2011

<b>SUBJECT:</b>	<b>EARLY VOLUNTARY RETIREMENT / VOLUNTARY SEVERANCE AND ORGANISATIONAL CHANGE</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>DIRECTOR OF HR, LAW AND ASSET MANAGEMENT</b>
<b>RESPONSIBLE PORTFOLIO HOLDER:</b>	<b>COUNCILLOR ADRIAN JONES</b>
<b>KEY DECISION?</b>	<b>NO</b>

### 1. EXECUTIVE SUMMARY

1.0 This report provides a detailed outline of the number of posts which were vacated as a result of the Early Voluntary Retirement/Voluntary Severance (EVR/VS) exercise, and details the number of posts which have subsequently been re-filled.

### 2. RECOMMENDATION

2.1 That the report be noted

### 3. BACKGROUND AND KEY ISSUES

3.1 On 15 September 2011, The Council Excellence Overview and Scrutiny Committee asked that a further report be brought to the next meeting which would look at the number of vacated posts (as a result of EVR/VS) that had subsequently been filled.

3.2 The EVR/VS exercise resulted in 1181 employees leaving the Council between 31 December 2010 and 22 July 2011.

### 4. OVERVIEW

4.1 The Council are still in the process of implementing various restructures; therefore not all Departments have completed their remodelling which is reflected in the figures below.

4.2 The funding for the retention of posts (to facilitate bumps) and subsequent remodelling of Departments has in the main come from the Council's budget 2011/12 which included £2 million to meet the remodelling costs. In order to secure this funding Chief Officers were required to submit proposals to bid for funding to the Strategic Change Board. Additional funding for The Department of Adult Social Services for £600k was allocated to their budget to make the quality improvements necessary, which part funded their re-structure.

## 5. Deleted posts

5.1 The table below outlines the overall FTE which has been deleted as a result of the EVR/VS exercise:

Number of people who left	FTE equivalent of EVR leavers	FTE equivalent of posts deleted	FTE equivalent of post hours deleted	Total FTE deleted
1181	915.45	719.52	45.8	765.32

6.2 Following the EVR/VS exercise it was necessary to retain a number of posts within Departments to ensure the continuation of service provision, therefore as a result 150 FTE equivalent of posts are still to be deleted. Additionally a number of posts were also retained by Departments to redeploy employees into following the service changes which were agreed by Cabinet on 9 December 2010.

5.3 Of the posts which have been refilled, nearly all have been facilitated by bumps, or filled following Departmental restructures, with the exception of Children's and Young People department, where a number of Metro posts have been refilled with new employees.

6.8 The Council are still in the process of implementing various restructures; therefore not all Departments have completed their remodelling which equates to the difference in the FTE figures above.

5.4 Only fully occupied posts were deleted as part of this exercise. Where posts were occupied on a "multi occupancy" basis, for example job-share, only the hours of the person who left on EVR/VS were deleted, not the full post.

## 6. Refilled posts

6.1 The table below outlines the number of refilled posts by department:

Department	Total
Adult Social Services	43
Children & Young People's Department	50
Regeneration, Housing and Planning	7
Finance	10
Law, HR and Asset Management	2
Technical Services	7
Total	109

6.2 Of the posts which have been refilled, nearly all have been facilitated by bumps, or filled following Departmental restructures, with the exception of Children's and Young People department, where a number of Metro posts have been refilled.

6.3 The Council are still in the process of implementing various restructures; therefore not all Departments have completed their remodelling which equates to the difference in the retained posts and those which have been refilled as reflected in the figures above.

## 7. New posts

7.1 100 new posts have been created since the end of the EVR/VS exercise. The majority of these posts have been created as a result of remodelling which was facilitated by the EVR/VS exercise. Other posts are as a result of Departmental restructures which were required to meet essential services changes. 23 of the new posts created are not linked to the EVR/VS exercise as outlined in the table below.

7.2 The table below outlines the number of new posts by department:

Department	New posts Not related to EVR/VS or remodelling	Total post created in re-modelling	Total New posts
Adult Social Services	3	8	11
Children & Young People's Department	9	7	16
Finance	0	63	63
Law, HR and Asset Management	4	3	3
Regeneration, Housing and Planning	2	0	2
Technical Services	5	0	5
<b>Total</b>	<b>23</b>	<b>81</b>	<b>104</b>

7.3 Within Adult Social Services, a number of the new posts will be advertised internally and externally, these posts in the main are Social Workers and Advanced Practitioners. All of the posts within the Children's and Young People department are being filled from within the Department. The majority of the new posts within Finance have been filled internally and externally.

## 8. RELEVANT RISKS

8.1 Failure to have filled certain posts would have resulted in service provision not being maintained.

## 9. OTHER OPTIONS CONSIDERED

9.1 None

## 10. CONSULTATION

10.1 Consultation with the Trade Unions was undertaken through the formal, Corporate Joint Consultative Committee (JCC) meetings, held between Human Resources (HR) and the Trade Unions.

**11. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

11.1 There are no implications for voluntary, community and faith groups

**12. RESOURCE IMPLICATION: FINANCIAL, IT, STAFFING AND ASSETS**

12.1 Staffing implications have been highlighted throughout this report.

**13. EQUALITIES IMPLICATIONS**

13.1 Two Equality Impact Assessments were undertaken as part of the EVR/VS exercise

13.2 Equality Impact Assessment (EIA)

(a) Is an EIA required? Yes

(b) If 'yes', has one been completed? Yes

**14. CARBON REDUCTION IMPLICATIONS**

14.1 None

**15. PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

15.1 None

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**SUBJECT HISTORY (last 3 years)**

<b>Council Meeting</b>	<b>Date</b>
<b>Employment and Appointments Committee</b>	<b>23 November 2010</b>
<b>Cabinet</b>	<b>9 December 2010</b>
<b>Council</b>	<b>13 December 2010</b>
<b>Employment and Appointments Committee</b>	<b>27 January 2011</b>
<b>Cabinet</b>	<b>18 March 2010</b>
<b>Council Excellence Overview and Scrutiny Committee</b>	<b>15 September 2011</b>