

# CORPORATE SERVICES OVERVIEW AND SCRUTINY COMMITTEE

Tuesday, 2 December 2008

Present: Councillor L Fraser (Chair)

Councillors C Meaden K Wood  
C Tegg P Southwood  
J Crabtree J Keeley

## 31 DECLARATIONS OF INTEREST/PARTY WHIP

Members were asked to consider whether they had personal or prejudicial interests in connection with any item(s) on this agenda and, if so, to declare them and state what they were.

Members were reminded that they should also declare, pursuant to paragraph 18 of the Overview and Scrutiny Procedure Rules, whether they were subject to a party whip in connection with any item(s) to be considered and, if so, to declare it and state the nature of the whipping arrangement. No such declarations were made.

## 32 MINUTES

**Resolved – That the minutes of the meeting held on 3 September, 27 October 2008 which were received by Council on 3 November, 2008 and the minutes of the meeting held on 6 and 10<sup>th</sup> November 2008, be received.**

## 33 STRATEGIC ASSET REVIEW

With the permission of the committee this item was withdrawn for consideration at a special meeting.

**Resolved – That arrangements be made for a special meeting of this committee on Wednesday 17 December 2008 to consider this matter.**

## 34 UPDATE ON MANAGING WORKFORCE CHANGE

The Director of Law, HR and Asset Management, submitted a report providing an update on the on-going management of Workforce Change and outlining progress to date on the successful redeployment of employees throughout the Council in support of the efficiency programme.

To date a total of 344 people had been placed on the corporate redeployment register. Of the total number of people, 312 people have been placed on the register as part of the continued process of change throughout the authority, and 32 people as a result of ill-health.

Of the total number of employees placed on the register 257 people had been redeployed or had had their at risk status resolved in other ways. The report included a breakdown of numbers of people redeployed / resolved.

To date there were 87 people on the redeployment register who would require redeployment or alternative options. Every effort was being made to identify solutions for these affected employees. It was envisaged that within the next few months approximately 20 individuals would complete their trial periods and be successfully redeployed into a post, and therefore removed from the register, leaving 67 employees at risk.

The report outlined the training initiatives and workshop sessions which were being provided to develop different skills and assist the redeployment process.

The Director reported that work was currently underway to assess the maximum number of employees departments envisage that would be displaced in the next financial year in order for them to meet their efficiency targets. This would allow for proactive options to be considered for those affected employees by identifying effective resolutions and ensure that the Council and HR Efficiency team in working through the 3 year efficiency programme would, through workforce planning, identify which groups of employees would come to be at risk and when, therefore assisting in the proactive redeployment of employees.

**Resolved - That the report be noted.**

## 35 **QUARTER 2 SCRUTINY PERFORMANCE MONITORING REPORT**

The Director of Corporate Services submitted a report providing an overview of progress against performance indicators and key projects which were relevant to the Corporate Services overview and scrutiny committee.

**Resolved – That the committee note the contents of this report.**