

# WIRRAL COUNCIL

## THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

7 JUNE 2012

<b>SUBJECT:</b>	<b>UPDATE ON MANAGING WORKFORCE CHANGE AND REDEPLOYMENT</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>DIRECTOR OF LAW, HR AND ASSET MANAGEMENT</b>
<b>KEY DECISION</b>	<b>NO</b>

### 1.0 EXECUTIVE SUMMARY

- 1.1 This report provides an update for Members in relation to the on-going management of workforce change, and outlines progress to date on the successful redeployment of employees throughout the Council.
- 1.2 Appendix 2 – Information on redeployees on the Redeployment register is exempt, by virtue of paragraph(s) 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

### 2.0 BACKGROUND AND KEY ISSUES

- 2.1 Wirral Council's Redeployment Policy was first implemented in 2008, and the redeployment register was introduced to support employees who may necessitate redeployment as a result of organisational change, the end of their fixed term contract or the employee's need for alternative employment as a result of a disability. Wirral Council is committed to ensuring the effective redeployment/resolution of employees placed on the redeployment register. This report updates Members on the steps taken to redeploy or find other resolutions for those employees currently on the redeployment register.
- 2.2 To ensure effective resolution or redeployment of employees placed on the register, the HR Team liaises with Managers across Departments and service areas to ensure employees are supported and managed through effective redeployment processes as defined in the Council's employment policies.
- 2.3 The HR Team match employees against vacancies which have been approved for release, and arrange for employees to attend priority interviews and undertake trial periods in new posts in order to secure alternative employment.
- 2.4 A 3 month development programme has been developed to support employees whilst they are on the Redeployment Register. All individuals when they are placed on the Redeployment Register have a one to one meeting with a Human Resources Officer to discuss their development needs.

2.5 There are currently 6 employees on the redeployment register. Since The Employment and Appointments Committee in March, 2012, when there were 9 people on the register, 6 employees have been resolved as follows:

4 – Redeployed / New post

2 – Contract ended

2.6 More information on redeployees who have been on the register for some time is detailed in Appendix 2, which is shown as an exempt item.

### **3.0 RELEVANT RISKS**

3.1 There are no relevant risks.

### **4.0 OTHER OPTIONS CONSIDERED**

4.1 None

### **5.0 CONSULTATION**

5.1 No consultation took place in relation to this report.

### **6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

6.1 None

### **7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

7.1 There are no implications for voluntary, community and faith groups.

### **8.0 LEGAL IMPLICATIONS**

8.1 None

### **9.0 EQUALITIES IMPLICATIONS**

9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(a) Yes

Equality Impact Assessments were conducted on all revised workforce change policies and the impact on employees redeployed which can be found using the following link:

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/law-hr-asset-management>

### **10.0 CARBON REDUCTION IMPLICATIONS**

10.1 None

### **11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

11.1 None

## 12.0 RECOMMENDATION/S

12.1 That the report be noted.

## 13.0 REASON/S FOR RECOMMENDATION/S

13.1 This report updates Members on the steps taken to redeploy or find other resolutions for those employees currently on the redeployment register.

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## APPENDICES

Appendix 1 - Corporate Redeployment Register Update.

EXEMPT Appendix 2 – Information on redeployees on the Redeployment register

## REFERENCE MATERIAL

## SUBJECT HISTORY (last 3 years)

Council Meeting	Date
The Employment and Appointments Committee	This report is a regular Committee item and is reported frequently to The Employments and Appointments Committee.