

WIRRAL COUNCIL

THE EMPLOYMENT AND APPOINTMENTS COMMITTEE

24 SEPTEMBER 2012

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

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 seeks to redeploy staff who are at risk or who are displaced from their role for the following reasons:
 - i) Organisational Change
 - ii) End of a fixed term contract
 - iii) Due to a disability related condition, where redeployment if possible is recommended

3.0 CURRENT POSITION

- 3.1 There are currently 14 employees on the redeployment register. Since The Employment and Appointments Committee in June 2012, when there were 6 people on the register, 5 employees have been resolved as follows:
 - 3 – Redeployed / New post
 - 1 – Contract ended
 - 1 – Other
- 3.2 Since the last update further reviews on the status of those individuals on the Redeployment Register have taken place to ensure all steps are being taken to progress suitable redeployment or to explore other options. Since the last update, 13 employees have been placed on the register and meetings have taken place to look at options for those individuals. A number of individuals are coming to the end of their fixed term contracts and will therefore be removed from the register.

- 3.3 There are 3 people who have been on the register for over 3 months. The individual's situations are quite complex as 2 of them are on the register due to not being able to carry out their role due to their disability. The other individual has also experienced ill-health since being placed on the register which again has made it more difficult to redeploy as they were absent from work. We are currently working with those individuals to look at options to redeploy them or resolve their situation.

More information on all redeployees on the register 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.