

EMPLOYMENT AND APPOINTMENTS COMMITTEE

Monday, 8 April 2013

Present: Councillor P Doughty (Chair)

Councillors G Davies AER Jones
P Davies P Kearney
JE Green AR McLachlan
M Johnston L Rennie

80 MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members were asked to consider whether they had any disclosable pecuniary or non pecuniary interests in connection with the item on this agenda and, if so, to declare it and state the nature of the interest.

No such declarations were made.

81 RESTRUCTURE PROPOSALS

The Chief Executive submitted a report which sought the Committee's approval to structural changes for posts over spinal column point (SCP) 49 as a result of the management restructure, part of the budget savings agreed by Council on 5 March 2013 for 2013/14. The report gave details of the consultation process, its outcome, the support programme and the principles applied to the proposed restructure.

A number of areas in the Council would be implementing restructures later in the financial year: HR / Payroll / Organisational Development, Legal and Member Services, Asset Management and Mental Health.

In order to mitigate the impact of the changes, the Chief Executive had asked for expressions of interest for voluntary redundancy. The priority for volunteers would be the areas that were directly affected by the proposals. Further consideration would be given to those areas which could provide redeployment opportunities and work was still ongoing on in processing EVR requests.

The detail of the proposed staffing / structural changes for all posts above scp49 by department / service area was shown in an appendix to the report. The changes included deleted posts, re-designated posts and proposals to create new posts.

The proposal within the report to reduce management costs had a net saving of £435,714, with a reduction in posts above SCP49 of eight. Further restructures would increase the savings at a management level in the 2013/14

financial year. At this point the total saving, across all management grades at Principal Officer (PO) and above, was £5,008,324.

Resolved – That this Committee approves the re-structures with staffing implications detailed at Appendix One to the Chief Executive’s report.