

WIRRAL COUNCIL

EMPLOYMENT AND APPOINTMENTS COMMITTEE

27 JANUARY 2011

SUBJECT:	UPDATE ON MANAGING WORKFORCE CHANGE AND REDEPLOYMENT
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF LAW, HR AND ASSET MANAGEMENT
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR SIMON HOLBROOK
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.

2.0 RECOMMENDATION/S

- 2.1 That the report be noted.

3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 The report is for update purposes only therefore no decisions are required.

4.0 BACKGROUND AND KEY ISSUES

- 4.1 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 ongoing 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.
- 4.2 To ensure effective resolution or redeployment of employees placed on the register, the Redeployment Team liaises with Human Resources Teams and 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.
- 4.3 The Redeployment Team continue to undertake regular reviews of all employees currently on the corporate redeployment register, with a particular focus on those who have been on the redeployment register for three months or more. The team also continue to match employees against those vacancies which have been approved for release, and to arrange for employees to attend

priority interviews and to undertake trial periods in new posts in order to secure alternative employment.

- 4.4 The Council's Redeployment policy has been updated and approved by Members at Employments and Appointments Committee in November 2010. This approved policy changed the redeployment period from six months to three months.
- 4.5 Since the Employment and Appointments Committee in September 2010 when there were 63 people on the register, 11 employees have taken the opportunity to leave the Council's employment by Early Voluntary Retirement or Voluntary Severance. A further nine people are due to leave within the next six months. Further work is also underway to identify if there are "bumped" opportunities, to allow the release of other employees to create redeployment opportunities for those employees currently on the redeployment register.
- 4.6 In December 2010 Council agreed a number of resolutions recommended by the Council's Cabinet. Following agreement of those resolutions, 700 employees' requests for Early Voluntary Retirement / Severance were subsequently agreed. Approximately a further 220 employees affected by the resolutions are also going to be given an opportunity to apply for release by Early Voluntary Retirement / Voluntary Severance.

5.0 RELEVANT RISKS

- 5.1 There are no relevant risks.

6.0 OTHER OPTIONS CONSIDERED

- 6.1 None

7.0 CONSULTATION

- 7.1 No consultation took place in relation to this report.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

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

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 9.1 The Council has achieved major efficiency savings through a supportive redeployment framework, together with the consideration of and application of EVR/VS where appropriate. The total salary cost of the posts that have been resolved to date is £11,735,755 including on costs.

10.0 LEGAL IMPLICATIONS

- 10.1 There are no legal implications.

11.0 EQUALITIES IMPLICATIONS

- 11.1 Equality Impact Assessments were conducted on all revised workforce change policies.

12.0 CARBON REDUCTION IMPLICATIONS

12.1 There are no carbon reduction implications.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 There are no planning or community safety implications.

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APPENDICES

Appendix 1 - Corporate Redeployment Register Update.

REFERENCE MATERIAL

No reference material included.

SUBJECT HISTORY (last 3 years)

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

Appendix 1

Redeployment Register Update

1. Number of 'live' employees on corporate redeployment register by department:

Categories are: Organisational Change –OC, Disability - DDA and Fixed Term - FT

Department	January 2011	January – sub totals by category			Months on Register					
		OC	DDA	FT	18+	12 to 17	7 to 11	4 to 6	2 to 3	Less than 2
Corporate Services	4	4	0	0	0	4	0	0	0	0
CYPD	21	11	0	10	0	3	2	7	5	4
DASS	5	5	1	0	2	0	0	1	2	0
Finance	3	2	0	1	0	0	0	1	2	0
Law, HR and Asset Management	9	8	1	0	0	0	1	0	8	0
Technical Services	6	2	0	4	0	0	1	1	2	2
Total	48	32	2	15	2	7	4	10	19	6
Total = 48										

“Live” employees are classified as those who have not yet secured an alternative permanent position

Please note – the total number of “live” employees includes individuals that have been removed from and/or added to the register during the period shown above.

2. Number of redeployees removed from the corporate redeployment register from 1 April 06 to date:

1/4/06 to 31/3/07	1/4/07 to 31/3/08	1/4/08 to 31/3/09	1/4/09 to 31/3/10	Reason	1/4/10 to date
5	62	119	81	Redeployed	23
0	1	4	7	Successfully applied for job within the Council	0
0	24	1	5	Extension of contract	0
1	0	2	2	End of contract	4
0	17	7	2	Resigned/retired	4
0	16	12	17	EVR/VS	36
0	0	0	0	Redundancy	0
0	2	2	3	Dismissed – capability	0
0	10	5	8	Other e.g. Employment Break; IHR	2
6	132	152	125	Total	69
Grand total to date					484