



Update on staffing implications of 2014/15 MTFP

SUMMARY

- 1.1 This report provides an update on the staffing implications of the budget for 2014/15 and on the progress of the trade union consultation process.
- 1.2 In line with the Council's approach to previous consultation on the budget, regular corporate Trade Union budget consultation meetings have been set up to help to ensure that the Council meets its statutory consultation obligations. Trade Union budget consultation meetings have been held since 5 November 2013, initially on a weekly basis and then on fortnightly basis during the consultation process.
- 1.3 At the Trade Union budget consultation meeting on 5 November 2013, a Section 188 letter was issued to the Trade Unions to open consultation over possible dismissals on the grounds of redundancy, and to enable the Council to actively seek applications for voluntary redundancy in order to mitigate potential compulsory redundancies.
- 1.4 In addition to the regular corporate Trade Union budget consultation meetings, directorates have been consulting locally on their restructure proposals to deliver staffing savings. Updates on the progress of local consultation have been shared at the corporate Trade Union budget consultation meetings.
- 1.5 As the local consultation on the restructure proposals has progressed, voluntary redundancy requests have been considered, and where appropriate, approved. The Council will continue to make employees aware of the standard Voluntary Redundancy scheme, and will continue to try to maximise opportunities for voluntary redundancy where possible. Opportunities to redeploy any staff at risk are also actively being explored.
- 1.6 Following appropriate consultation, a number of employees are now at risk of compulsory redundancy, with some employees having been served notice of their dismissal by reason of redundancy. Redundancy dismissals are being made in accordance with the existing Consultation, Restructuring and Redundancy Policy.

RECOMMENDATION

- 2.1 To note the report and current status.

REASONS FOR RECOMMENDATION

- 3.1 We have a legal duty to consult with our Trade Union representatives on the method of selection of compulsory redundancy. The Council's Consultation, Restructuring and Redundancy Policy and supporting guidance have been developed in formal consultation with Trade Union representatives and define how selection will be achieved through restructurings.

SUPPORTING INFORMATION

4.1 Consultation, Restructuring and Redundancy Policy

As agreed through formal consultation with the trade unions, the selection method for any compulsory redundancies is accordance with the Council's Consultation, Restructuring and Redundancy Policy.

4.2 Voluntary redundancy

Applications for voluntary redundancy on the Council's standard Voluntary Redundancy scheme are being actively sought, in order to mitigate potential compulsory redundancies. As the local consultation on the restructure proposals has progressed, voluntary redundancy requests have been considered, and where appropriate, approved. The standard Voluntary Redundancy scheme has been promoted to employees to maximise take up, and it will continue to be promoted.

OTHER OPTIONS CONSIDERED

- 5.1 Not achieving the savings required will mean that the Council will not achieve a balanced budget.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Liz Moore – Strategic HR Business Partner Karen Jewell – Director of HR and Business Support
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Background papers:	None
List of appendices:	Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 Costs associated with any compulsory redundancies will be paid for from the Council's corporate redundancy cost reserve.

Legal

- 2.1 Section 188 requirement to consult with Trade Unions to reach agreement on selection methods for compulsory redundancy
- 2.2 The Council has a legal obligation to set a balanced budget

Personnel

- 3.1 The Council's Consultation, Restructuring and Redundancy policy and supporting guidance has been developed through formal consultation with Trade Union representatives in accordance with our statutory obligations, and has been used for all associated activity during the last three years.

Equalities Impact

- 4.1 None

Health and Safety

- 5.1 None

Environmental Sustainability

- 6.1 None

Property and Asset Management

- 7.1 None

Risk Management

- 8.1 None

Corporate objectives and priorities for change

- 9.1 There is a close relationship between the budget and the Council's corporate outcomes. This report supports this relationship through the delivery of the Council's budget position.