

**EMPLOYMENT COMMITTEE – 31 MARCH 2011**

**SUMMARY OF CURRENT ACTION PLANS – IMPLEMENTATION UNDERWAY**

<b>Action Plan</b>	<b>Date Approved</b>	<b>Current Position</b>	<b>Next Steps</b>	<b>Max Compulsory Redundancies</b>	<b>Comments</b>
Children and Young People's Service – Review of School Improvement and Performance Service	15/11/2010	Selection has taken place and redundancy letters issued.	Complete paperwork for redundancy payments and pension release.	Potentially up to 8.52 redundancies	New structure to be in place by 1 <sup>st</sup> April 2011
Children and Young People's Service – Students Finance Team (Restructure and Closure)	10/12/2009	Formal consultation commenced 06.11.09 until 08.12.09	Two phase process - initial redundancies and eventual closure of service in March 2011, with further redundancies for remaining staff. All affected staff have been placed on the redeployment register immediately due to the closure of the service.	3.8 FTE staff issued with compulsory redundancy notices. 2.8 FTE staff ended on 31.03.10 and 1 FTE to transfer to Student Loan Company	Closure of service March 2011
Children and Young People's Service – Arts in Education	15/11/2010	Confirmed cessation of funding at a full Council meeting on 24th February 2010. Project Board set up in May 2010 to consider ways of sustaining dance and drama services in a different format. A decision was taken on 25th October that it was not viable and that Dance and Drama services should cease with effect from 30.04.11	All posts voluntary redundant. Staff consulted extensively re support and advice in relation to self employed status contracts, terminate 30.04.11.	5.6 FTE voluntary redundancies	

Children and Young People's Service – Study Support (Closure of Service)	18/11/2010	Instruction to proceed given by Tony Mulhearn. Formal consultation concluded 15.11.10	Staff placed on redeployment register, 1 member successfully redeployed.	5 redundancies. 3 posts made redundant and 2 staff secured alternative employment	Redundancy notices to be issued for 31 December 2010, closure of service 31st March 2011
Children and Young People's Service – Safeguarding Unit	09/12/2010	Consultation period until 23/12/10 (have asked TUs for 14 days consultation)	Interviewing vacant posts 11 <sup>th</sup> January – only 1 post interviewed and candidate appointed. Second interview 7 <sup>th</sup> Feb for safeguarding & improvement manager – candidate not appointed. Post being advertised externally.	6 posts to be deleted (4 of which are currently vacant), alternative roles available for 2 posts holders who are at risk	
Children and Young People's Service - Adult Learning - Learning in the Community	09/12/2010	Consultation period from 26 Nov to 13 Dec 2010	Consultation completed. 1 voluntary redundancy has been agreed from 1 <sup>st</sup> April. Notice periods for other 4 staff have been extended until 30 <sup>th</sup> June. This is to allow the District Councils additional time to assess whether they want to sign up to the service.	6 learning in the community workers	
Children and Young People's Service – Youth Service Review Phase 1	28/11/2010	Dispute raised by UNITE. Initial attempts to meet and resolve unsuccessful. Dispute passed to Democratic Services awaiting the date of a hearing. Status quo to remain during this time.	Work with outcome of hearing.	30 redundancies	Implementation early April 2011 90 day consultation

Children and Young People's Service – Healthy Schools Team	04/01/2011	Consultation period until 4th February 2011	Support staff placed on redeployment register, redundancy notices issued 07/02/11	4.31 FTE redundancies	Funding secured for further year to retain manager post.
Adults and Communities – Deaf and Hard of Hearing	17/02/2011	Draft HR Action Plan launched at first consultation meeting on 6/1/11  Second consultation meeting 27 January	'New structure to be implemented 1/6/11 in line with Care Pathway	2.32 FTE redundancies	Staffing reduction achieved by one voluntary redundancy and 4 requests to reduce hours.
Adults and Communities – Ending of the Renaissance Programme	15/11/2010	Further funding received which allowed 6 notices of redundancy to be lifted and the remainder to be extended to 30 June 2011.	Awaiting news on further funding bid which will allow service to continue for a further period and it is hoped that remaining redundancy notices can be lifted. Staff are being kept informed of progress.	0 redundancies at present	
Adults and Communities – Restructure of Leicestershire and Rutland Sports Partnership	09/03/2011	Following an extended consultation period action plan was signed off.	Selection for new posts scheduled for 29 March interviews should be completed by 5 <sup>th</sup> April.	9 potential redundancies	Selection process should be completed by 15 April and redundancy letters should have been issued to unsuccessful candidates.
Adults and Communities – Management Review	14/12/2010	Formal consultation commenced on 14/7/2010 planned until 25/8/2010 - now extended to 30th	Selection process for all affected staff to posts in the new structure has been conducted. New	5 voluntary redundancies	

		September for further consultation. Counter proposals have been reviewed. A Final Action Plan has been issued.	structure to be implemented on 1 <sup>st</sup> June 2011.		
Adults and Communities – Personalisation Care Pathway	14/07/2010	62 voluntary redundancies; 2 flexible retirements and 8 requests to reduce hours agreed	Selection process for all affected staff to posts in the new structure have been conducted. New structure to be implemented on 1st June 2011.	62 voluntary redundancies	
Corporate Resources – County Parks Review	07/03/2011	Implementation of action plan phase. Requested expressions of interest for posts in new structure.	Interviews for posts in new structure for week commencing 28 <sup>th</sup> March 2011.	2-4 potential redundancies	Implementation 4 <sup>th</sup> July 2011.
Corporate Resources – Restructure of CMU	02/03/2011	Formal consultation commenced on 2 March 2011		6.9 redundancies	
Environment and Transport – Transformation of Highway Works – Phase 2	12/07/2010	Outstanding appointments to Supervisor posts due to long term sickness and two dismissal appeals	Member appeal hearings – 19 April  Attendance Management procedure instigated	4.5 FTE posts to be deleted; however there may be more employees affected due to them being 'new' posts	
Environment and Transport – Review of Senior Management Restructure	06/12/2010	New structure in place. Period of notice for three employees – ending May 2011	Completion by April 2011 – this should take into account notice periods.	12 Group Manager posts to be reduced to 9.	
Environment and Transport – Review of compliance team	23/12/2010	Consultation closed 23/02/11. Final action plan and redundancies signed off. Redundancy letters issued 03/03/11.	Staff to transfer to new teams week commenced 01/04/11.	Three redundancies - two compulsory and one voluntary	

Environment and Transport – Transformation of Highway Works – Phase 3A	17/11/2010	First raft of requests for VR have been actioned. Five additional requests received, confirmation of outcome awaited.	To be completed by Sunday 3rd April 2011 - this will take into account 12 weeks notice periods.	Overall reduction in numbers – 20.	
Corporate Resources – Asset Management	26/01/2011	Formal consultation commenced 27 January 2011 and ends 28 February 2011	1 Voluntary Redundancy request received. Selection process to commence 15th March 2011	6.9 FTE posts deleted	Likely to go over selection process. Schedule now received and last interview not expected to take place until 20/04/11
Corporate Resources – Building Design	10/01/2011	Formal Consultation ended on 7/3/11.	Issue of Redundancy notices and forms to be issued.	6.9 FTE, 5 deleted posts	As part of 5 Action Plans in Property Services
Children and Young People's Service – Youth Service Review and Re-structure Phase 2	28/11/2010	Currently in dispute see action plan phase 1	Await outcome of hearing when a date is agreed.	30 redundancies	
Adults and Communities – Review of Strategy and Commissioning	01/01/2011	Formal consultation commenced on 14/7/2010 planned until 30th September. The Performance Team has been removed as it is now moving to Corporate Resources. A Final Action Plan has now been issued. 2 requests for voluntary	Complete consultation, appoint to posts. No appointment made to the Head of Service role. Post advertised to those affected by the Review and two people placed at risk. New structure to be implemented 1 June 2011.	TBC	Possible changes to structure may require extended action plan. Anticipated implementation date 1st June 2011.

		redundancy agreed as part of consideration of Care Pathway expressions of interest. 2 voluntary redundancies, 1 flexible retirement			
Adults and Communities - Streamlining Income Collection & Payments Processes – Phase 2 (Welfare Rights)	01/01/2011	Action plan released 13.10.10 with first consultation meeting. Consultation period commenced 13.10.10 for 35 days. Final consultation meeting held on 10 January 2011.	End consultation meeting held on 30.11.10. Workshops have been held to explore other ideas around income maximisation. Consultation outcomes to be considered week commencing 6 December Selection process to commence thereafter. Date for requests for voluntary redundancy etc extended to 14 January Deadline for completed skills profiles 26 January. New structure to be implemented 1 June 11.	1 compulsory redundancy 3 voluntary redundancies and 2 voluntary reductions in hours	
Chief Executives – Youth Offending Service	19/01/2011	Action plan launched	Await deadline for expressions of interest.	0 redundancies	

### Office/Accommodation Strategy

Locality Support Service – Accommodation/office strategy	26/02/2010	Formal consultation commenced on 26.02.10 until 17.06.10	Next steps will be to issue contract variations to confirm change of base to County Hall. Staff based at Station Avenue,	0 redundancies	Team from Station Avenue, Loughborough moved 20 <sup>th</sup>
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			Loughborough, by 1st October 2010. Staff based at Comet Way, Coalville, and Blaby, by the end of 2010		September, further moves 10 <sup>th</sup> January 2011; team based at Blaby move delayed. TBC will be first half of 2011.
Education of children in care – Accommodation/office strategy	26/02/2010	Formal consultation commenced on 26.02.10 until 17.06.10	Next steps will be to issue contract variations to confirm change of base to County Hall for 5 members of staff. All other staff will be mobile and flexible workers with a locality base.	0 redundancies	Move date 10th January 2011; team move from Blaby delayed (TBC Spring 2011)
Attendance Improvement Service – Accommodation/office strategy	12/04/2010	Formal consultation commenced on 12.04.10 until 12.07.10 (for Gatehouse) and until 03.09.10 for the remaining locations	Next steps will be to issue contract variations to confirm change of base to County Hall from December 2010	0 redundancies	Move date 8/9th January 2011 for Gatehouse team; remaining moves from Blaby, Quorn and Moel Lys delayed (TBC Spring 2011)
School Food Service – Accommodation/office strategy	19/08/2010	Formal consultation to commence 01.09.10 until 06.12.10	Next steps will be to issue contract variations to confirm change of base to County Hall from summer 2011 (exact date to be confirmed)	0 redundancies	Move date summer 2011

LSCB Business Office – Accommodation/office strategy	16/12/2010	Formal consultation is due to commence on 16th December 2010 until 31st January 2011		0 redundancies	
Youth Offending Service – Accommodation/office strategy	27/10/2010	Formal consultation commenced 1st November 2010 until 30th November 2010	Next steps will be to issue contract variations to confirm change of base to County Hall from May/June 2011; redeployment register for 2 members of staff who are unable to relocate	2 redundancies	Move date 28th/29th May 2011. One redundancy will take place on the original move date of the 9 <sup>th</sup> May, the other on the 28 <sup>th</sup> May.
Loughborough Registration & Coroner – Accommodation/office strategy	27/10/2010	Formal consultation commenced 02.08.10 until 30.10.10	Next steps will be to issue contract variations to confirm change of base to County Hall from summer 2011 (exact date to be confirmed)	0 redundancies	
Loughborough Registration and Coroner – Accommodation/office strategy	27/07/2010	Formal consultation commenced 02.08.10 until 30.10.10	Next steps will be to issue contract variations to confirm change of base to County Hall from summer 2011 (exact date to be confirmed)	0 redundancies	Move date summer 2011