

EMPLOYMENT COMMITTEE – 30 JUNE 2011

SUMMARY OF CURRENT ACTION PLANS – IMPLEMENTATION UNDERWAY

Action Plan	Date Approved	Current Position	Next Steps	Max Compulsory Redundancies	Comments
Children and Young People's Service - Safeguarding Unit	09/12/2010	Second interview was on 7th Feb - for Safeguarding & Improvement Manager - candidate not appointed. Post being advertised externally.	Awaiting confirmation from manager on successful appointment to post.	2 redundancies	
Children and Young People's Service – Adult Learning – Learning in the Community	16/11/2010	Consultation completed. 1 Voluntary redundancy has been agreed from 1st April.	Notice periods previously issued and subsequently extended have been withdrawn owing to agreement to re-commissioning for the current financial year. Continue to monitor situation keeping staff advised accordingly.	6 redundancies	
Children and Young People's Service – Youth Service review and restructure phase 2	28/11/2010	Selection commenced 13/06/2011 until 25/06/2011. Employees to be informed on 04/07/2011. Voluntary redundancy employees have been put on the redeployment register.	Notice of redundancy letters will then be issued. New structure to commence on 01/09/2011.	81 redundancies	

Children and Young People's Service – Youth Service review phase 1		Selection to posts is complete. Notice of redundancy letters are being sent to employees. Redundancy calculations and payments are being processed.	New structure to commence on 01/09/2011	20 redundancies	
Children and Young People's Service – The Local Safeguarding Children Board and Safeguarding Adults Board Business Offices	23/05/2011	Action Plan live on the 24/05/2011 for training staff and 06.06.11 for remainder of staff. Consultation has now begun and staff are having one to one meetings.	Formal consultation to end on 5 th July, with final action plan to completed and distributed on the 7 th July.	7 redundancies	
Adults and Communities – Closure of breaking the barriers	28/04/2011	Cabinet agreed the closure of 4 schemes and deferred the closure of the Greenhouse Project and Hinckley Projects. Draft Action Plan issued 3 May 2011. Further consultation to take place at mid point and end. Consultation due to end 1 June 2011	FAQs being developed. Final consultation meetings 2 & 3 June Consultation completed on 3 June. Final action plan implemented. 5 requests for voluntary redundancy agreed. Selection process commenced.	Potentially 39 redundancies	
Adults and Communities – Restructure of Leicestershire and Rutland Sports	09/03/2011	Selection process was completed in April and redundancy letters were issued to three employees on 18 th April.	Employees on notice until end of June/early July.	2 compulsory redundancies	

Partnership		One employee has subsequently obtained a post through redeployment.			
Chief Executives – Review of opening hours of Leics Registration Service	30/03/2011	Potentially one redundancy if no-one appointed to higher graded role available in structure. Number of compensation payments required for loss of hours.	Agreed will confirm with L&D if required	1 redundancy	
Chief Executives – Trading Standards		Consultation ended 10/06/11. Final version of action plan being put together.	Notice of compulsory redundancy will be issued once final version of action plan has been signed off by Head of Service.	1 redundancy	Chief Executives – Trading Standards
Chief Executives – Youth Offending Service Review Phase II	13/05/2011	Action plan was released on 13/05/2011. Consultation is due to end on 17/06/2011.	Selection to take place against the new structure.	2 redundancies	Action the two requests approved
Corporate Resources – Building design	10/01/2011	Consultation closed on 7/3/11. 3x Slotting in of posts.	Redundancy notices have been issued. Employees notice periods end on 03/07/2011. New structure to be implemented on 04/07/2011.	4 redundancies 1 ill health retirement	
Corporate Resources – Asset Management	26/01/2011	Final action plan has been issued and interviews have taken place. Employees are	New structure to be implemented on 04/07/2011.	4 redundancies	1 x compulsory redundancy effective 16/08/11

		on notice of redundancy until 03/07/2011 apart from one employee who will finish on 16/08/2011. Four employees have also been redeployed.			
Corporate resources – Restructure of CMU	02/03/2011	Two voluntary redundancy notice letters issued 01/06/11.	Redundancies effective end June/mid July 2011.	6 redundancies	
Corporate Resources – Property Services Business Support	28/01/2011	Employees on notice of redundancy until 03/07/2011.	Full implementation by 03/07/2011.	3 redundancies	
Environment and Transport – Transformation of Highway Works – Phase 2	01/02/2011	Outstanding appointments to supervisor posts due to long term sickness, attendance management procedure has been instigated and two dismissal appeals. Member appeal has now been completed.	Conclude employee's position in relation to supervisor post.	4.5 deleted posts	Due to an employee's sickness we are unable to recruit into the Grade 8 post. This is being managed by management and HR in conjunction with Unison. Also liaising with an employee who has a flexible working issue.
Adults and Communities – Planning, Historic & Natural	19/05/2011	Status of temporary staff in relation to Action Plan being identified. Staff consultation on	Draft action plan to Business Partner for approval. BP approval received.	6 redundancies	

Environment		draft action plan occurred between 12/4/11 to 11/5/11. Final plan being implemented	To go to Elizabeth McCalla for agreement		
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Office/Accommodation Strategy

Chief Executives – office strategy – Historic & Natural Environment Team	26/05/2011	Consultation launch 26/05/2011, unison invited.	Move date planned as 21/11/11	0 redundancies	
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