

EMPLOYMENT COMMITTEE – 11<sup>th</sup> NOVEMBER 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 – The Local Safeguarding Children Board and Safeguarding Adults Board Business Offices | 23/05/2011           | End of process   | One member of staff appealed against the decision of being made redundant.  | 7 redundancies                     |                 |
| Children and Young People's Service – Early Years and Childcare Services   | May 2011             | Consultation ended on 7 <sup>th</sup> July. Responses made to staff/union queries and action plan amended accordingly. | Extended consultation period for the workforce development team to run until the 29 <sup>th</sup> July  | 17 redundancies                    |                 |
| Children and Young People's Service – PA, Secretarial, Administrative and business support                                 | 12/09/2011           | Action plan launched 12/09/2011 and formal consultation period has commenced.  | Formal consultation period to end 24 <sup>th</sup> October 2011 and selection to new posts thereafter. No redundancies currently anticipated. | 0 redundancies                     |                 |
| Adults and Communities – Curriculum Co-ordinators and ALSC's T&C's change  | 29/06/2011           | Formal consultation meetings are taking place with trade unions and affected members of staff.                         | Consultation date extended to reflect concerns raised by the unions. No redundancies predicted.   | 0 redundancies                     |                 |

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| Chief Executives - Restructuring of Catering Section Phase I     | 12/09/2011     | Due to further input from wider consultation needed to reissue amended Draft Action Plan on 2/9/2011. a further 30 days period of consultation to commence. | Selection process due to commence following end of consultation.   | Possibly 4 to 5 redundancies |  |
| Chief Executives – Reorganisation Community Planning             | 06/06/2011     | Consultation completed and action plan approved.  | All 7 applications for voluntary redundancy approved. Selection process commenced for remaining posts in structure.                      | 5 compulsory redundancies    |  |
| Corporate Resources – Development Unit                           | September 2011 | Consultation was completed on 19/10/2011  | Expressions of interest and selection to be undertaken.  | 2 redundancies               |  |
| Corporate Resources – Cleaning TUPE transfer from LCC to Amey    | N/A            | Consultation meeting took place on 23 <sup>rd</sup> September. All Due Diligence information has been sent,   | Waiting to hear from Amey re pensions.   | 0 redundancies               |  |
| Environment and Transport – Admin and Technical                  | 28/09/2011     | Draft Action Plan has been circulated and ongoing meeting with staff and TU are taking place.   | Expressions of interest for voluntary redundancy, flexible retirement and reduction in hours to be received by 7 <sup>th</sup> November. |                              |  |
| Environment and Transport – Highways Management Group Relocation | 01/06/2011     | End of consultation period is 8 July 2011. One request received for VR which is to be considered.   | This Action Plan is included in the Phase 2 E&T restructuring going to consultation on 29 September.                                     | 0 redundancies               |  |

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|--|----------------------|---|---|------------------------------------|-----------------|
| A&C Inclusion Team/CYPS Family Support Workers                       | 04/05/2011           | Consultation closed on 03/06/2011   | Team move date is confirmed as 7 <sup>th</sup> October to Bassett Street, Wigston   | 0 redundancies                     |                 |
| Children and Young People's Service – Family Support Workers (North) | 04/05/2011           | Consultation Closed on 03/06/2011   | Move date now postponed and is likely to be December 2011                           | 0 redundancies                     |                 |
| Adults and Communities - The Point, Mountsorrel                      | 28/02/2011           | No planned reductions. Movement of teams from The Point, Mountsorrel to the new Charnwood Borough Council Offices. Projected move date - July 2011  | Move date predicted as 18/07/2011   | 0 redundancies                     |                 |
| Adults and Communities - Melton Office                               | 21/02/2011           | Move of staff based at St Mary's Hospital, The Mount and Leicester Road to the new MBC offices. This includes staff from A & C; CYPS and Chief Exec | No expected redundancies. Move date August 2011                                     | 0 redundancies                     |                 |
| Chief Executives - Historic and Natural Environment Team             | 26/05/2011           | Consultation launch 26/05/2011, unison invited.   | Team move is still on course for 21 <sup>st</sup> November and there are no issues. | 0 redundancies                     |                 |