

EMPLOYMENT COMMITTEE - 8th DECEMBER 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 – The Local Safeguarding Children Board and Safeguarding Adults Board Business Offices	23/05/2011	Final Action Plan issued to all employees on 12/07/11 and redundancy notices issued	One employee is appealing their redundancy - member appeal panel being arranged	7 redundancies	
Children and Young People's Service - Early Years and Childcare Service		Consultation ended 29/07/11	Improvement Advisers will transfer onto LCC support staff conditions of service from teachers pay and conditions on 01/01/2012	4 redundancies (1 not effective until 31/03/12 as redeployed into a temporary post)	
Children and Young People's Service – PA, Secretarial, Administrative and Business Support	07/11/11	Draft Action Plan launched on 07/11/11. Consultation concluded early on 22/11/11 at affected employees' request	Job preference forms submitted by 29/11/11 with recruitment process to commence from 08/12/11	To be confirmed	
Adults and Communities - Adult Learning Service	24/11/11	Consultation commenced 28/11/11	TUPE could be applicable as funding may be transferring to districts. Awaiting confirmation of what is happening with funding before this can be confirmed.	Potentially 6 redundancies	

Adults and Communities - Reduction in Library Opening Hours	30/08/11	Consultation meetings held with staff during September and October 2011. FAQs prepared.	Currently there are sufficient hours available for staff. Working patterns have been revised to take account of service needs and, as a result, redundancies may occur due to the 'fitting in' process.	Numbers won't be known until the allocation of contracts process has been completed	
Adults and Communities - Brooklands Day Service	21/10/11	Formal consultation commenced 10/11/11.	Skills matrix to be issued mid December. Deadline for submission by 03/01/12. Interviews to be held early January.	1 redundancy	
Adults and Communities - Communities and Wellbeing		Phase One launched 16/11/11. Currently awaiting comparability challenges.	Phase Two to be launched 13/12/11	To be confirmed	
Chief Executives - Scientific Services		Consultation commenced 12/09/11	Legal involved as delays with Staffordshire County Council confirming TUPE arrangements	3 redundancies confirmed and 5 more if TUPE does not go ahead	
Corporate Resources - Communications	26/10/11	Consultation commenced 26/10/11. Interview skills training arranged for affected employees.		Potentially 10 redundancies	
Corporate Resources - Property Services (Development Unit)		Consultation ended 19/10/11	Expressions of interest and interviews to be undertaken	Potentially 2 redundancies	
Corporate resources –	25/11/11	Consultation ended 25/11/11	Selection process to take place	Potentially 20-30 redundancies	

Restructure of ICT					
Corporate Resources - Finance Grants Team	18/11/11	Consultation commences 29/11/11		0 redundancies	
Corporate Resources – Property Services		Consultation commenced on 23/09/11 re TUPE transfer of 3 cleaning staff to Amey. Due diligence information provided.	Awaiting confirmation from Amey regarding pension scheme arrangements	0 redundancies	
Environment and Transport - Admin and Technical	28/09/11	End of formal consultation 18/11/11. Expressions of interest for voluntary redundancy, flexible retirement and reductions in hours to be received by 21/11/11	Final action plan - approval and distribution w/c 28/11/11	0 redundancies	
Environment and Transport - Leicestershire Highways Operations		Extended consultation period ended 18/11/11. Revised action plan circulated. Comparability discussions underway and will be finalised shortly.		0 redundancies	
Environment and Transport – Leicestershire Highways Operations Finance Team		Formal consultation commenced in October 2011		0 redundancies	

Office/Accommodation Strategy

Chief Executives - Office Strategy - Historic & Natural Environment Team	26/05/2011	Consultation launched on 26/05/2011.	Move date planned as 21/11/11	0 redundancies	
Chief Executives - Office Strategy - Registration Service (Coalville)		Consultation commenced November 2011		0 redundancies	
Children and Young People's Service - Office Strategy - Family Support Workers (North)	04/05/11	Consultation closed 03/06/11	Move date likely to be December 2011	0 redundancies	