

 Employment Committee – June 16th 2011		Agenda Item No. 7
Title	FFF People Processes Amendments	
For further information about this report please contact	Karen Warren	
Wards of the District directly affected	None	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	Yes/No If yes state why	
Date and meeting when issue was last considered and relevant minute number	None	
Background Papers	None	

Contrary to the policy framework:	Yes/No
Contrary to the budgetary framework:	Yes/No
Key Decision?	Yes/No
Included within the Forward Plan? (If yes include reference number)	Yes/No
Equality & Sustainability Impact Assessment Undertaken	Yes/No (If No state why below)

Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive	May 2011	CMT
Head of Service		Susie Drummond
CMT		As above
Section 151 Officer		Mike Snow
Monitoring Officer	As part of CMT	Andy Jones
Finance		Mike Snow
Portfolio Holder(s)		ClIr Moira-Ann Grainger
Consultation & Community Engagement		
<p>The content of this report was discussed at JCF on 11th May 2011 where comments were received from GMB and Unison.</p> <p>The contents were discussed at SMT May 2011</p>		
Final Decision?	Yes/No	
Suggested next steps (if not final decision please set out below)		

1. **SUMMARY**

- 1.1 This report outlines the changes agreed following consultation with the Unions both formally and informally – as agreed at the Joint Communication Forum in May 2011.

2. **RECOMMENDATION**

- 2.1 The recommendations are that the trial period of 12 weeks once redeployed is reduced to 4 weeks – in line legal requirements and only extended if for training purposes and both parties agreement
- 2.2 That once an employee enters the redeployment pool, the maximum time they will remain in the pool will be a total of 12 weeks which is the total time for stability of employment commitment.

3. **REASONS FOR THE RECOMMENDATION**

- 3.1 The redeployment process for the Fit for the Future Programme has been the topic of many discussions with the Unions and Management and these are two changes that have been proposed and accepted formally at the above JCF.

4. **POLICY FRAMEWORK**

- 4.1 **Policy Framework** – the report does not bring forward changes to the policies listed below:
- Development Plan Documents
 - Fit for the Future
 - Food Law Enforcement Service Plan
 - The plan and strategy which comprise the Housing Investment Programme
- 4.2 **Fit for the Future** – This report reflects the work that the Council and the unions have achieved to ensure that our FFF programme of work is for the mutual benefit of the staff.

5. **BUDGETARY FRAMEWORK**

- 5.1 There is not an impact on the Budgetary Framework, including the process set out in the Budget and Policy Framework Procedure Rules within the Constitution.

6. **ALTERNATIVE OPTION(S) CONSIDERED**

- 6.1 The alternative is not to agree with the recommendations but that does not reflect the agreement attained at JCF

7. **BACKGROUND**

- 7.1 See the FFF People Processes at Appendix 1