

TO: EMPLOYMENT COMMITTEE – 19TH DECEMBER 2005

SUBJECT: REDEPLOYMENT AGREEMENT

FROM: CORPORATE PERSONNEL SERVICES

1. Purpose of the Report

1.1 To gain Employment Committee endorsement in relation to the attached Agreement for the redeployment of employees.

2. Background

2.1 The original Employment Stability Agreement was introduced in 1988, to ensure that when possible members of staff whose employment was at risk would be considered for appropriate alternative vacancies, and to provide guidance in relation to the extent of salary protection.

2.2 Over the years the Agreement has become dated and some clauses have proved hard to interpret clearly.

3. Proposals

3.1 The attached Redeployment Policy is largely unchanged in substance; revisions have included updating and rewording of points which have proved unclear in the past.

4. Trade Union Consultation

4.1 Both UNISON and GMB/MPO have been fully consulted and endorse the attached Agreement.

5. Policy and Budget Framework

5.1 These proposals are part of a range of initiatives and policies designed to support the efficient and effective working of the Council and also to protect the interests of the Council and its staff.

6. Recommendations

6.1 Employment Committee consider the attached Agreement, and the trade union views, and make appropriate recommendations.

Assistant Chief Executive (Personnel)

BACKGROUND PAPERS - None

Areas in District Affected: None

Key Decision: No
Included in Forward Plan: No

For further information about this report please contact:

Contact Officer: Karen Pearce

Tel: (01926) 450000

E-mail karen.pearce@warwickdc.gov.uk