

		Employment Committee 5th April 2011	Agenda Item No.
Title		Fit for the Future People Processes	
For further information about this report please contact		Karen Warren	
Service Area		Human Resources	
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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006		No	
Date and meeting when issue was last considered and relevant minute number		none	
Background Papers		None	

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (if yes include reference number)	No

Officer/Councillor Approval		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
Officer Approval	Date	Name
Relevant Director		
Chief Executive	26 th Jan	Chris Elliott
CMT	26 th Jan	Andrew Jones, Bill Hunt, Chris Elliott
Section 151 Officer	26 th Jan	Mike Snow
Legal		
Finance	26 th Jan	Mike Snow
Portfolio Holder(s)		Cllr Doody
Consultation Undertaken		
Please insert details of any consultation undertaken with regard to this report.		
This report went to SMT on 26 th Jan		
JCF meetings on 28 th Jan and 3 rd March where is has been agreed with Unions		
Final Decision?		No
Suggested next steps (if not final decision please set out below)		

1. SUMMARY

- 1.1 This report outlines the approach to how the Council is addressing staff changes as a result of the Systems Interventions that might find staff displaced.

2. RECOMMENDATIONS

- 2.1 That Members note the attached process

3. REASONS FOR THE RECOMMENDATIONS

- 3.1 This report outlines the processes that have been revised and agreed with both Unions, to ensure that staff are retained and redeployed rather than make redundancies.

4. ALTERNATIVE OPTION CONSIDERED

- 4.1 The alternative is to not introduce this process but the Council could potentially have redundancies that could have been avoided by redeployment and job matching

5. BUDGETARY FRAMEWORK

- 5.1 This is not contrary to the budgetary framework

6. POLICY FRAMEWORK

- 6.1 This supports the Fit for the Future Programme which places Systems Thinking as its principle approach. This is aligned to this plan in ensuring that the financial pressures that the Council faces are underpinned by solid people strategies that reflect our values as an organization.

7. BACKGROUND

- 7.1 See attached Appendix 1