

**TERMINATION OF EMPLOYMENT ON GROUNDS OF REDUNDANCY
SERVICE DIRECTOR – NEIGHBOURHOOD SERVICES**

Purpose of the Report

1. To present the Senior Officers' Employment Committee with information and a recommendation to terminate the employment of the Service Director - Neighbourhood Services on grounds of redundancy.

Background

2. Following the elections in May 2013, a new business plan was drafted reflecting the challenges and changes that the council faces in the next four years. The new business plan focuses on transformation and innovation along with themed areas of service delivery.
3. On 23rd July 2013 Cabinet agreed that the senior management structure would be reviewed and a proposed restructure would be implemented in order to support the delivery of the new business plan.
4. The business plan was approved by full council on 3rd September 2013. Collective consultation with the service directors affected by the proposals commenced on Wednesday 11th September 2013. As a result 12 service directors were placed at risk of redundancy.
5. Following feedback and comments on the proposed structure a report was presented to Cabinet on 24th September 2013 detailing the final structure.
6. Two service directors volunteered for redundancy and their termination of employment on grounds of redundancy were approved by Senior Officers' Employment Sub Committee on 9th October 2013.
7. As a result there were ten service directors who remained at risk of redundancy so a process to identify roles which met the criteria for suitable alternative employment opportunities for these service directors was completed.
8. This process confirmed that there were two candidates for the role of Associate Director Environment & Leisure, one of whom was the Service Director - Neighbourhood Services. As a result a competitive interview process with the two candidates took place Friday 18th October 2013.

Main considerations

9. The Service Director – Neighbourhood Services was unsuccessful as a result of this process, and was given a further opportunity to volunteer for redundancy. The deadline for the receipt of an application was Friday 25th October 2013.
10. An application for voluntary redundancy has been received by the Corporate Directors from the Service Director – Neighbourhood Services. This application has been accepted by the Corporate Directors subject to the approval of the Senior Officers' Employment Sub

Committee. A part 2 report recommending the termination of the employment of the Service Director - Neighbourhood Services on grounds of redundancy is in Appendix 1. Details of the redundancy pay calculation are in Appendix 2, which is also a part 2 report.

Safeguarding Considerations

11. There are no safeguarding considerations as a result of this recommendation.

Public Health Implications

12. There are no public health implications as a result of this recommendation.

Environmental and Climate Change Considerations

13. There is no environmental or climate change impacts as a result of this recommendation.

Equalities Impact of the Proposal

14. There is no equalities impact as a result of this recommendation. The council has in place a robust policy and procedure to support the redundancy process which has been subject to an equalities impact assessment.

Risk Assessment

15. The risk of legal challenge has been managed by following due process, in particular the council's redundancy policy and procedure.

Financial Implications

16. The financial implications of this redundancy are outlined in the appendices.

Legal Implications

17. The recommendation for the proposed termination of employment of the Service Director – Neighbourhood Services on grounds of redundancy is in line with the Redundancy Policy & Procedure for Chief and Senior Officers.

Options Considered

18. The Redundancy Policy & Procedure for Chief and Senior Officers outlines the process for terminating employment on grounds of redundancy following a competitive process to determine suitability for a role following a change to a structure. This process has been followed and therefore there were no other options to consider.

Conclusions

19. There were no other options available as the Policy & Procedure for Chief and Senior Officers provides a clear and agreed process for terminating employment on grounds of redundancy following re-structure, and this process has been followed.

Proposals

20. It is proposed that the Senior Officers' Employment Sub Committee approve the termination of employment of the Service Director – Neighbourhood Services on grounds

of redundancy.

Reason for Proposals

21. The reasons for these proposals are outlined in paragraphs 9 and 10.

Carolyn Godfrey
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Appendix 1 – Termination of employment, Service Director – Neighbourhood Services.

Appendix 2 – Redundancy Pay Calculation, Service Director – Neighbourhood Services