

MANAGEMENT REVIEW - UPDATE

Purpose of Report

1. This purpose of this report is to provide Staffing Policy Committee with an update on the management review.

Background

2. Revised management structures have been developed over recent months by corporate and service directors, with the aim of delivering £8m savings from their salary budgets. As a result of the revisions to structures a number of management posts have been deleted, and others created or changed as a result.
3. The management review is now underway. A total of 571 managers have been placed at risk of redundancy, and collective and individual (where required) formal consultation with those managers.
4. A total of 25 collective consultation meetings took place on Wednesday 10 November 2010. At these meetings managers at risk of redundancy were given a redundancy information pack including an application form to apply for voluntary redundancy

Current Situation

5. During the period 11th to 26th November individual consultation meetings took place where they were required.
6. The deadline for applications for voluntary redundancy was 26th November 2010. Further applications will be invited from those staff who remain displaced following completion of the appointments procedure.
7. A further ELT briefing took place on 29th November 2010 to go through the next stages of the 90 day consultation period and included:
 - Completing the voluntary redundancy scoring matrix
 - Managing voluntary redundancies and the leaver process
 - Completing the ownership and ring fencing process
 - Re-opening voluntary applications (where appropriate)
8. Comments and alternative suggestions about the proposed new management structures were invited from all staff. The deadline for this feedback was 26th November 2010. As a result of this consultation some changes have been made to structures. These are in libraries and communities in the department of community services, finance in the department of resources and commissioning and performance in the department for children and education.
9. Changes have also been made to the structure for schools improvement following the release of The Schools White Paper on 24th November 2010.

10. The number of applications for voluntary redundancy received by the deadline is 127. In some areas there are more applications than the number of redundancies required, but in 10 service areas the number of applications is less than required.
11. In some areas (Schools & Learning and Targeted Services) the numbers are significantly adrift. However there are significant numbers of Centrally Employed Teachers (CET) at risk in both of these service areas who do not have an enhanced Voluntary Redundancy option under their terms and conditions. These CET managers are likely to hold on until after all potential redeployment options are exhausted.
12. It should also be noted that whilst there have been enough applications in some service areas they may not be the right people, and therefore not accepted for voluntary redundancy. Once service directors have determined which applications to accept a further assessment of how many redundancies are still required will be collated.
13. Once volunteers for redundancy have been accepted the remaining staff placed at risk will be subject to the appointments procedure, after which any staff who remain displaced will be invited to volunteer for redundancy again. The deadline for these applications is 21st January 2011.
14. Staff who do not volunteer, and are not redeployed by that date will be compulsory redundant, and will be issued with their notice of dismissal on 11th February 2011.

Environmental Impact of the Proposal

15. None.

Equalities Impact of the Proposal

16. An Equalities Impact Assessment of the management review took place on 20 October 2010. No major issues were identified.

Risk Assessment

17. None

Options Considered

18. None.

Recommendation

19. Staffing Policy Committee is asked to note the content of this report.

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The following unpublished documents have been relied on in the preparation of this Report: None