

**IMPLEMENTATION EXECUTIVE  
28 JANUARY 2009**

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**APPLICATION OF THE APPOINTMENTS PROCEDURE**

1. At its meeting in October 2008 the Implementation Executive agreed:  
  
"To adopt unilaterally the appointments procedure and to authorise its early application and that this should be the subject of an immediate notification to staff and Trade Unions."
2. In accordance with this decision:
  - 2.1 2,785 staff were notified of the outcome of the application of the appointments procedure to their post in December 2008.
  - 2.2 Of these 2,090 were informed they had ownership of their existing job.
  - 2.3 690 were notified that their position had not yet been determined primarily because the work necessary to apply the appointments procedure (e.g. structures developed/individual jobs defined and evaluated) had not been completed.
3. It is hoped to convert as many of these "not knowns" into "knowns" by the end of January. Many of the "not knowns" have been in the areas of shared service and finance pending determination of those structures.
4. A very small number of staff have been advised that their existing job does not exist in the new structures, but are also being advised that they are not at imminent risk of early redundancy. Rather, their employment will continue into the new authority and they will then be subject to a redeployment process specified in the agreed appointments procedure designed to find alternative employment if possible.
5. All staff who have been informed of ownership of a job or non ownership have a right to appeal against this assessment. To date five staff have done so.
6. In February staff currently employed by the district councils will be formally notified that their employment will become transferred to Wiltshire Council on the 1 April, 2009 with TUPE rights.
7. At its meetings in March and July 2008 the Implementation Executive:
  - 7.1 agreed severance arrangements to apply in respect of cessation of employment on the grounds of redundancy or efficiency of the service from 1 April 2009.

- 7.2 Recommended each of the five constituent authorities to adopt these severance arrangements early in order that there be consistency in the compensation paid to staff whose employment is terminated prior to local government reorganisation.
8. In making the second recommendation in paragraph 7.2, the Implementation Executive was aware that:
- 8.1 TUPE would apply to the transfer of staff.
- 8.2 Notwithstanding TUPE there are likely to be a very small number of staff (primarily at the top of the authorities) who would probably not have a long term role in Wiltshire Council as a result of the rationalisation of senior roles (i.e. the five into one syndrome)
- 8.3 and that it may be mutually advantageous for the authority and the employee to have their employment terminated early (subject to the employee so agreeing).
9. All five authorities have adopted the common severance arrangements.
10. Some authorities are now in the process of terminating the employment of a small number of senior managers who have not been allocated a long term role in Wiltshire Council under the appointments procedure. As mentioned in paragraph 8.2 and 8.3 above it was anticipated that because of the rationalisation of senior roles some staff would not be appointed long term. The staff whose employment is currently the subject of early termination process have specifically requested this.
11. The Implementation Executive is asked to note this report. A further report will be submitted in due course.
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