

**APPLICATION OF APPOINTMENTS PROCEDURE
FOLLOWING LOCAL GOVERNMENT REORGANISATION**

1. Under the collectively agreed appointments procedure, there is a redeployment process.
2. This has been in operation since the 1st April, 2009. It seeks to find suitable alternative employment for those staff :-
 - 2.1 Whose jobs have disappeared, for example by reason of “compression” (i.e. five into one) or restructuring of services; and
 - 2.2 Who, in consequence, are at risk of having their employment terminated on the grounds of redundancy.
3. Under the appointments procedure there are two means by which staff who are at risk of redundancy can be appointed into suitable alternative employment, thereby avoiding the termination of their employment. Those means are :-
 - 3.1 Direct redeployment into a job which meets the criteria within the appointments procedure for suitable alternative employment.
 - 3.2 By open internal competition which may enable either directly the employment of an otherwise redundant employee, or create a new redeployment opportunity through the appointment (for example as promotion) of an employee who is not at risk i.e. the domino effect.
4. Figures are produced regularly, and published on the internal website. For consistency the figures have been in their current format since the beginning of April. They were reported regularly to the Implementation Executive.
5. Figures as at the 20th August are attached. These show that :-

- 5.1 104 staff were in the redeployment pool, i.e. remained to be found a job, otherwise their employment would need to be terminated on the grounds of redundancy.
- 5.2 96 staff have been redeployed directly.
- 5.3 141 staff have been appointed by open internal competition.
- 6. The figures do not show that 182 staff who have been in the redeployment pool at some stage since April have been found alternative employment. They have therefore been taken out of the pool. Updated figures will be made available at the meeting.
- 7. The Committee is asked to note the position.

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The following unpublished documents have been relied on in the preparation of this Report: None