

EAST HERTS COUNCIL

LOCAL JOINT PANEL –28 FEBRUARY 2012

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

RESTRUCTURE UPDATE

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- To report the staff outcomes of recent restructures

<u>RECOMMENDATION:</u>	
(A)	That Members note the report

1.0 Background

1.1 The Local Joint Panel meeting on 6 December 2011 requested that the Employer's Side report back to the next meeting providing details of the outcomes of all recent restructures including the total number of voluntary and compulsory redundancies, early retirements/resignations resulting from the restructures during the civic year 2010/11.

2.0 Report

2.1 The Council during 2010/11 and 2011/12 have restructured services in accordance with service plans and savings identified under the MTFP.

2.2 To date the Council over the financial years 2010/11 and 2011/12 has had 5 compulsory redundancies, 5 voluntary redundancies, 7 early retirements, 13 flexible retirements, 2 employees protected pay (salary grade is protected for 3 years if the employee is slotted into a lower grade post).

- 2.3 The turnover rate for 2010/11 was 8.24%, against a target of 12% this equates to 30 leavers. Of the 30 leavers, 21 staff left voluntarily and 9 left involuntarily (due to redundancy 1, retirement 5, end of contract 2, other 1). The voluntary leaver's rate is 5.77%, against a target of 8%. The main reason employees left in 2010/11 was for a promotion or pay increase (8 people)
- 2.5 The Turnover report 2011/12 will not be completed until July 2012. To-date during 2011/12 the Council has had 37 leavers. This is below our target of 10%.

3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**

Background Papers

Turnover report 2010/11

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ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives:	Fit for purpose, services fit for you <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	Consultation has taken place with UNISON and staff as part of the Council's Redundancy Policy
Legal:	None.
Financial:	As detailed in the report
Human Resource:	As detailed in the report
Risk Management:	None.