

EMPLOYMENT COMMITTEE

13 JULY 2022

PRESENT:

Councillors Matthews (Chair), Banevicius, Robertson and Tapper

1 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Wilcox, Birch, Gwilt, Parton-Hughes, Powell and Warfield

2 DECLARATIONS OF INTEREST

There were no declarations of Interests.

3 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were agreed as a correct record.

4 EXCLUSION OF PRESS AND PUBLIC

5 TARGET OPERATING MODEL (TOM) PROPOSALS PRESENTATION

The Committee received a report and presentation on the proposed Target Operating Model. This presentation included an overview of the impact the existing redundancy policy has had on the Target Operating Model and how this has resulted in incremental changes to the structure of the organisation to achieve the required final structure.

It was confirmed that full consultation has taken place with the Union, ELG and all staff. Official consultation will commence following Employment Committee on the 14 July 2022.

The Committee requested further clarity in relation to the LWMTS and whether any of the staff within some service areas would be subject to a TUPE agreement. It was confirmed that the business plan for LWMTS is to start small and build over time, however, there is no intention to TUPE staff into the LWMTS.

The Committee received reassurances that there will be no redundancies during this transition to the Target Operating Model as there are more roles than officers due to organic staff turnover and the voluntary severance scheme.

The Committee requested assurances that there is sufficient capacity within the Human Resources Service to deliver the transition to the Target Operating Model within the timescale. It was confirmed that there will be no changes to 90% of the staff and therefore this transition will not be resource intensive, an external consultant has been recruited on a temporary basis to facilitate the large scale changes.

It was then confirmed that all sites will be developed to facilitate hot desking by all staff, location and mobility clauses exist within contracts to support this and training for staff to facilitate increasing collaboration will be delivered from existing budgets.

RESOLVED: (1) The Target Operating Model proposal was noted and approved in principle

6 VOLUNTARY SEVERANCE APPLICATIONS

The Committee received a report on the voluntary severance applications, both provisionally approved and provisionally rejected.

It was confirmed that 15 applications were received in total, a few of which could not be supported due to the cost implications and because some of these roles were necessary within the Target Operating Model.

Support was requested from the Committee to hold a second round of applications for redundancy severance and confirmed that where the cost implication is due to an actuarial strain these will be brought before Employment Committee. Where the costing is below £25,000 and the applicant is not age 55 these could be progressed and reported to Committee as a Briefing Note.

RESOLVED: (1) The Committee approved the actuarial strain costs for the applications set out in Appendix 1

(2) Other payments, updated EIA and the reasons for rejection were noted by the Committee

(3) The Committee delegated authority to the Chief Operating Officer in consultation with Leadership Team to open further application windows as required to achieve the Target Operating Model and associated savings providing it is within budget and subject to reporting of applications accepted to the Committee

(The Meeting closed at 7:00pm)

CHAIRMAN