

## **PERFORMANCE PORTFOLIO DECISION RECORD**

19 October 2011

The meeting commenced at 10.00 a.m. in the Civic Centre, Hartlepool

### **Present:**

Councillor Hilary Thompson (Performance Portfolio Holder)

Officers: Joanne Machers, Chief Customer and Workforce Services Officer  
Stuart Langston, Health Safety and Wellbeing Manager  
Denise Wimpenny, Principal Democratic Services Officer

Also Present: Derek Wardle, Trade Union Representative

## **22. Reorganisation, Redundancy and Redeployment Policy – Amendment to Redundancy Selection Procedure** *(Chief Customer and Workforce Services Officer)*

### **Type of decision**

Non-key

### **Purpose of report**

To seek approval for amendments to the redundancy selection procedure, Appendix 3 of the Council's Reorganisation, Redundancy and Redeployment Policy.

### **Issue(s) for consideration by Portfolio Holder**

The Redundancy Selection Criteria, as set out in Appendix 3, had been reviewed following its use during the Comprehensive Spending Review and the subsequent Compulsory Selection Redundancy Programme in 2010 which was the first time it had been applied in the Council.

The review followed an evaluation of the process with the trade unions to identify where improvement could be made in the way the criteria was used, scored as well as the process. Feedback was also provided by employees and managers involved in the earlier exercise.

The Chief Customer and Workforce Services Officer outlined the main changes to the procedure which included general improvement to descriptions, a clearer appeals process, changes to the scoring format and the

introduction of a summary score sheet. The revisions had been agreed with the trade unions via Single Table and Corporate Management Support Group.

In response to a the Portfolio Holder's request for clarification, the Chief Customer and Workforce Services Officer provided details of the timescales relating to the communication process between employees and nominated managers affected by redundancy.

Whilst the Portfolio Holder welcomed the review of the procedure and was pleased to note that trade unions and employees had been consulted, and were in agreement with the proposals, disappointment was expressed regarding the impact the reduction in government funding had placed on the Council resulting in the need for compulsory redundancies.

### **Decision**

That the amendments to the Redundancy Selection Procedure, Appendix 3 of the Council's Reorganisation, Redundancy and Redeployment Policy, be approved.

## **23. Local Government (Access to Information) (Variation) Order 2006**

Under Section 100(A)(4) of the Local Government Act 1972, the press and public were excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006.

Minute 24 – Qualification Based Training Applications (Paragraph 1 - namely information relating to any individual)

Minute 25 – Approval for Compulsory Redundancy (Paragraph 4 – namely information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.

## **24. Qualification Based Training Applications** *(Chief Customer and Workforce Services Officer)*

### **Type of decision**

Non-key

### **Purpose of report**

To seek approval from the Portfolio Holder for an application for qualification

based training support from the Regeneration and Neighbourhood Department.

**Issue(s) for consideration by Portfolio Holder**

The report gave details of the corporate policy on post entry training together with details of the request. Further information was set out in the exempt section of the minutes.

**Decision**

That the application for qualification based training support, be approved.

**25. Approval for Compulsory Redundancy – *Chief Customer and Workforce Services Officer***

**Type of Decision**

Non key

**Purpose of Report**

To seek a decision regarding the future employment of employees who are affected by reorganisations as part of the efficiency savings agenda of the Council for 2012/13. Employees affected are identified on a schedule attached as a confidential appendix.

**Issues for Consideration.**

The report set out the redundancy process which had been followed and the impact on specific posts and post holders. Further details were included in the exempt section of the minutes.

**Decision**

The decision was set out in the exempt section of the minutes.

The meeting concluded at 10.20 am. .

**P J DEVLIN**

**CHIEF SOLICITOR**

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