

## PLYMOUTH CITY COUNCIL

**Subject:** Workforce Reduction  
**Committee:** Employment Liaison Committee  
**Date:** 21 January 2013  
**Cabinet Member:** Councillor Peter Smith  
**CMT Member:** Mark Grimley, Assistant Director for HR and OD  
**Author:** Kimberly Spry, HR Adviser and Annie Walker, Recruitment/CRB Adviser  
**Contact:** Tel: 01752 398111  
Email: kimberley.spry@plymouth.gov.uk  
**Ref:**  
**Key Decision:** No  
**Part:** I

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### **Purpose of the report:**

Members of Employment Liaison Committee to note the information about redeployment, redundancy and the Voluntary Release Scheme.

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### **Corporate Plan 2012 – 2015:**

Work together to maximise resources to benefit customers and make internal efficiencies.

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### **Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land**

None

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### **Other Implications: e.g. Child Poverty, Community Safety, Health and Safety, Risk Management and Equality, Diversity and Community Cohesion:**

None

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### **Recommendations & Reasons for recommended action:**

Members of Employment Liaison Committee to note workforce reduction.

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### **Alternative options considered and reasons for recommended action:**

N/A

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### **Background papers:**

N/A

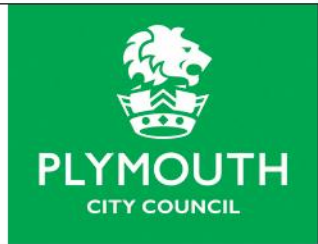
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### **Sign off:**

Fin		Leg		HR		Corp Prop		IT		Strat Proc	
Originating SMT Member											
Have you consulted the Cabinet Member(s) named on the report?											

# WORKFORCE REDUCTION JANUARY 2013

Human Resources and Organisational Development



## Voluntary Release Scheme – data as at 08.01.13

Grade	Expressed an interest	AD Approved	Application withdrawn	Count of Left under scheme	Count of Approval outstanding
<b>Corporate Services</b>	<b>49</b>	<b>33</b>	<b>4</b>	<b>2</b>	<b>8</b>
Customer Serv	21	13	3	0	6
Dem & Gov	4	3		1	1
FETA	23	16	1	1	1
HR and OD	1	1		0	
<b>Executive Office</b>	<b>1</b>	<b>1</b>		<b>0</b>	
Pol Perf & Part	1	1		0	
<b>People</b>	<b>93</b>	<b>45</b>	<b>6</b>	<b>4</b>	<b>25</b>
Child Soc Care	13	4	1	0	
Homes & Communi	3			0	3
Jt Com & Ad Scl	52	34	4	4	10
Learn Fam Sup	7	3	1	0	4
Lifelong Learn	3	1		0	2
Lrn Fam Sup TTO	9	1		0	4
Safer Communit.	2	0		0	
Teachers LEA	4	2		0	2
<b>Place</b>	<b>27</b>	<b>10</b>		<b>2</b>	<b>15</b>
Econ Dev	1	0		0	1
Envr. Svcs	14	0		0	14
Planning Svcs	3	1		1	
Trans & Infrast	9	9		1	
<b>Grand Total</b>	<b>170</b>	<b>89</b>	<b>10</b>	<b>8</b>	<b>48</b>

Protectively marked

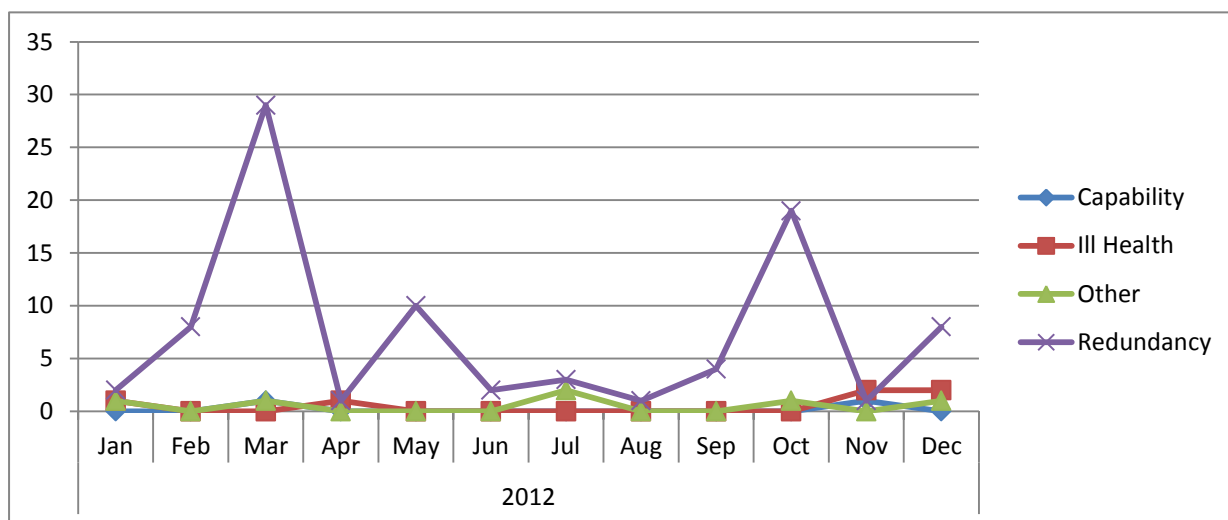
## Redundancy update – data from 01.04.12 – 31.12.12

Month	No. of redundancies
Apr-12	2
May-12	1
Jun-12	6
Jul-12	9
Aug-12	3
Sep-12	2
Oct-12	0
Nov-12	1
Dec-12	0
<b>Grand Total</b>	<b>24</b>

Departments	No. of redundancies
Education, Learner & Family Support	2
Environmental Services	2
FETA	3
Homes & Communities	1
Joint Commissioning & Adult Social Care	15
Planning	1
<b>Grand Total</b>	<b>24</b>

## Staff joining redeployment register by month

	Reason				
Date joined register	Capability	Ill Health	Other	Redundancy	Grand Total
<b>2012</b>					
Jan	0	1	1	2	4
Feb	0	0	0	8	8
Mar	1	0	1	29	31
Apr	0	1	0	1	2
May	0	0	0	10	10
Jun	0	0	0	2	2
Jul	0	0	2	3	5
Aug	0	0	0	1	1
Sep	0	0	0	4	4
Oct	0	0	1	19	20
Nov	1	2	0	1	4
Dec	0	2	1	8	11
<b>Grand Total</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>88</b>	<b>102</b>

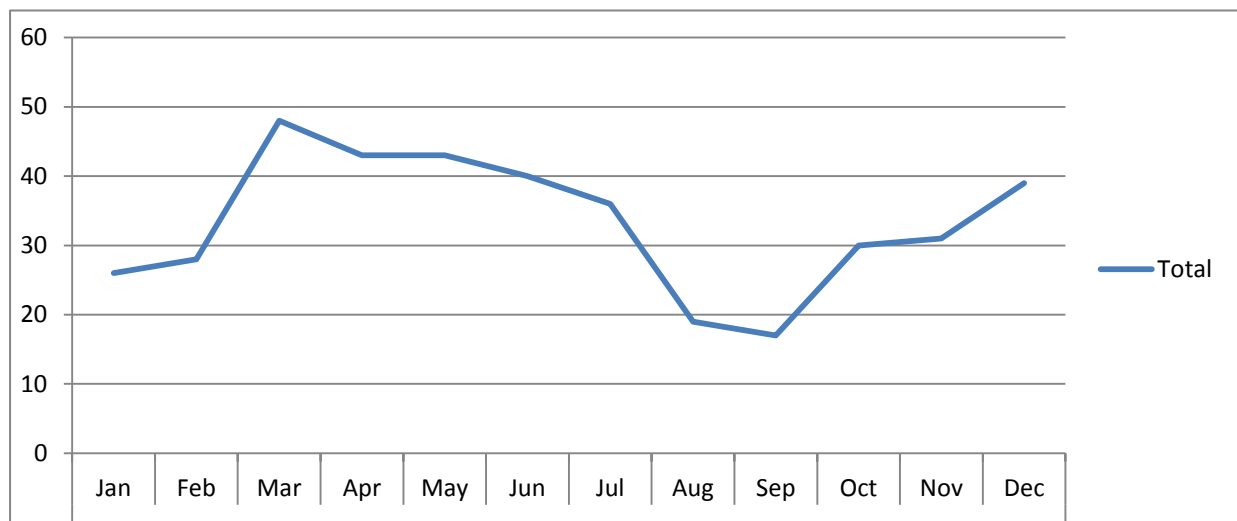


### Staff leaving redeployment register by month

	Reason			
Date left register	Leaver	No longer at risk	Redeployed	Grand Total
<b>2012</b>				
Jan	3	1	2	6
Feb	7	0	3	10
Mar	3	0	2	5
Apr	2	0	7	9
May	0	0	4	4
Jun	6	0	3	9
Jul	9	0	6	16
Aug	3	0	1	4
Sep	3	2	3	8
Oct	0	0	1	1
Nov	1	0	0	1
Dec	0	0	0	0
<b>2013</b>				
Jan	3	0	1	3
<b>Grand Total</b>	<b>40</b>	<b>3</b>	<b>33</b>	<b>76</b>

## Staff on the redeployment register each month

Years	Month	Staff on register
2012		
	Jan	26
	Feb	28
	Mar	48
	Apr	43
	May	43
	Jun	40
	Jul	36
	Aug	19
	Sep	17
	Oct	30
	Nov	31
	Dec	39



## Current breakdown of redeployment register as at 08.01.13

Reason	Staff
Capability	1
Ill Health	5
Other	1
Redundancy	21
<b>Grand Total</b>	<b>28</b>