

RECORD OF EXECUTIVE DECISION

Tuesday, 18 September 2012

Decision No: (CAB 12/13 8933)

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| DECISION-MAKER: | CABINET |
| PORTFOLIO AREA: | CABINET MEMBER FOR RESOURCES |
| SUBJECT: | SOUTHAMPTON TRANSITION EMPLOYMENT PROJECT (STEP) |
| AUTHOR: | Malcolm Cooper |

THE DECISION

Having complied with Rule 15 of the Council's Access to Information Procedure Rules Cabinet approved the following modified decision:

- (i) To approve the high level principles for STEP as outlined in this report, including the extension of the redeployment period from 3 to 4 months and the implementation of a short and long term strategy.
- (ii) To approve consultation with the trade unions on the details of the final long term solution following a review of work to be undertaken between October and March 2013.
- (iii) To delegate authority to the Head of Legal, HR and Democratic Services after consultation with the Cabinet Member for Resources to amend any HR policies and procedures to support the proposals.
- (iv) To delegate authority to the Head of Legal, HR and Democratic Services to take any such necessary actions to enable this project to proceed and be implemented. The trade unions will be fully consulted on any changes to HR policies and procedures if any changes are proposed to collective agreements, agreement will be sought with trade unions

REASONS FOR THE DECISION

1. This report is presented as a general exception item in accordance with Rule 15 of the Access to Information Procedure Rules of Part 4 of the Council's Constitution. Amendments to Regulations 5(2) and 9(2), 2012 require 28 days notice to be given to all Key Decisions comes into effect on 10th September 2012. It has not been possible to meet the requirement of 28 days notice.
2. The current recruitment and redeployment arrangements need to be reviewed in order to facilitate the change programme within the organisation and to ensure staff are given as much support as possible when jobs are changed or deleted.
3. Staff need clarity of the options which are available to them and assistance and training to ensure that their attributes and qualities are best used by the

organisation.

4. Recruitment procedures need to be reviewed so that they are flexible and efficient to ensure that costs are minimised and that services are maintained.

DETAILS OF ANY ALTERNATIVE OPTIONS

Two other options have been considered; do nothing or delay implementation to April 2013.

- **Do Nothing**

Whilst existing systems and policies have had some success there is a need to review the Council's Policies in the light of challenging Central Government imposed savings targets, changes and restructures. The Administration, management and unions want to ensure that staff are cared for in the best way possible whilst achieving required savings and changing the way the Council works. The current policies and processes are not giving the desired outcomes.

- **Delay Implementation until April 2013**

This option does not assist staff affected by recent savings proposals and other changes agreed previously by the Council.

OTHER RELEVANT MATTERS CONCERNING THE DECISION

None

CONFLICTS OF INTEREST

None

CONFIRMED AS A TRUE RECORD

We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision.

Date: 18 September 2012

Decision Maker:
The Cabinet

Proper Officer:
Judy Cordell

SCRUTINY

Note: This decision will come in to force at the expiry of 5 working days from the date of publication subject to any review under the Council's Scrutiny "Call-In" provisions.

Call-In Period expires on 27 Sep 2012

Date of Call-in *(if applicable) (this suspends implementation)*

Call-in Procedure completed *(if applicable)*

Call-in heard by *(if applicable)*

Results of Call-in *(if applicable)*