

# Shadow Dorset Council

Date of Meeting	15 October 2018
Officer	Nicola Houwayek
<b>Subject of Report</b>	<b>Shaping Dorset Council Programme – Tier 2 Appointments Process, Voluntary Release</b>
Executive Summary	<p>At its meeting on 17 September, the Shadow Executive agreed the Tier 2 and Statutory Posts structure and appointments process, subject to any amendments agreed from the consultation process. As part of this process, it was agreed that the option for requests for voluntary release to be considered should be included.</p> <p>As the six councils move towards becoming a single unitary authority, we are entering a period of significant change that will directly impact on our employees, who will need to make decisions about their future position. Whilst this will create exciting opportunities for many, there is also the reality that there will be fewer jobs available, particularly at the most senior levels within our organisations. As a result of this, once the new council is in place, we are likely to be in a position where posts become redundant on a compulsory basis.</p> <p>Ideally, compulsory redundancy should be a last resort and, as part of a fair redundancy procedure and through its consultation process, an employer may include the option of offering voluntary release.</p> <p>The Tier 2 employees of existing councils are at risk of redundancy and, as the recruitment process for the Tier 2 and statutory posts goes live, it is proposed that the option of applying for voluntary release should be made available to them. This offer will be made at the start of the recruitment process (mid-October) and again, when the appointments process has concluded (early December). It will also be offered as an option to existing Tier 2 employees, once the structure for Tier 3 has been confirmed and communicated (likely to be January 2019).</p> <p>Any requests will be made to the employee's current Head of Paid Service and decisions will be made against a consistent set of criteria which will be agreed by all the councils and the Chief Executive Designate for Dorset Council. Any terms will be agreed as part of a settlement agreement and, subject to the agreed criteria, will be made on the same basis as the terms that are currently on offer for compulsory redundancy, within the employing council.</p> <p>There will be no guarantee of agreement to any requests and, if confirmed, the agreed leaving day may extend beyond the 1 April 2019, on the compensation terms agreed with the current, sovereign council.</p>

	<p>Redundancy terms for the new council will be consulted on with the trade unions in November.</p> <p>The inclusion of voluntary release for the Tier 2 appointments process does not indicate that the same offer will be made for other employees, as the design of structures for the new council and appointments to them progresses. This is because of the number of employees directly affected at this stage of the process who may be made redundant, plus the fact that many would be made compulsorily redundant in due course, as a matter of law.</p> <p>There are currently 11 employees on the provisional TUPE lists for Dorset Council who are immediately affected by these proposals.</p>
<p>Impact Assessment:</p>	<p>Equalities Impact Assessment:</p> <p>An EQIA has been developed for the Tier 2 appointments process. The impact of voluntary redundancy requests will be monitored from an equalities perspective.</p> <p>Use of Evidence:</p> <p>Budget:</p> <p>Cost implications were reflected in the previous report to the Shadow Executive on the Tier 2 Structure and Appointments Process and further detail will be included in the November budget report</p> <p>Risk Assessment:</p> <p>Having considered the risks associated with this decision using the LGR approved risk management methodology, the level of risk has been identified as:          Current Risk: Medium          Residual Risk: Low</p> <p>The risk of losing required skills and knowledge that will be required for the future council will need to be considered in the decision-making process</p> <p>Other Implications:</p>
<p>Recommendation</p>	<p>That the Shadow Executive agrees the approach to Voluntary Release, to be included as part of the Tier 2 Appointments Process and asks that sovereign councils include this approach to supporting Tier 2s in their organisations.</p>
<p>Reason for Recommendation</p>	<p>This approach will support the organisation in managing the reduction in senior manager posts in a way that includes individual considerations to be taken account of.</p>

Appendices	None
Background Papers	N/A
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