

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **CABINET**

DATE: **TUESDAY, 18 MARCH 2014**

REPORT BY: **HEAD OF LEGAL AND DEMOCRATIC SERVICES &
HEAD OF HUMAN RESOURCES & OPERATIONAL
DEVELOPMENT**

SUBJECT: **CHANGES TO THE WORKFORCE ESTABLISHMENT**

1.00 **PURPOSE OF REPORT**

1.00 To delegate authority to make changes to the workforce establishment that are required to implement the Organisational Design: Workforce and Value for Money (VFM) Programmes as approved by Council as part of the annual budget for 2014/15.

2.00 **BACKGROUND**

2.01 Four workforce programmes were established to help achieve a balanced budget for 2014/15 as follows:-

- i) Organisational Design: Structure and Operating Model
- ii) Organisational Design: Workforce
- iii) Corporate VFM
- iv) Functional VFM

2.02 The Organisational Design: Workforce and the Functional VFM programme will require on-going changes to the workforce establishment. Some Functional VFM reviews require a number of post reductions in specific services. The Organisational Design programmes require reductions in posts across a large number of services.

2.03 The Constitution requires that each individual change to the establishment must be approved by Cabinet. Such reports have traditionally been brought service by service which has reflected the nature and the scale of change under consideration. The programmes approved as part of the budget for 2014/15 differ in scale and type from previous changes requiring changes across a wide range of services. Without delegation to enact the budget and manage a voluntary redundancy programme decision-making is at risk of being slow and cumbersome and budget targets may fail to be met according to the strategy on which the budget was based as set out to members in the budget reports and presentations.

3.00 CONSIDERATIONS

- 3.01 To implement all of the proposed changes under the current constitutional arrangements would require a large and cumbersome number of reports which would be resource intensive and would result in an overloading of the Cabinet agenda. The lead-in time for reports would reduce the time available for proper planning and consultation with employees which could result in either poor planning and/or delays in making timely decisions to achieve the budget targets.
- 3.02 In developing the budget strategy a commitment was made that senior councillors would be briefed on the implications and risks to service delivery of the necessary establishment and workforce changes (noting that the Functional VFM reviews have already been subject to review as part of the budget process). In practice this will mean the respective Cabinet Member for the service being kept fully informed of planned workforce reduction decisions as part of the Organisational Design: Workforce Programme in addition to the specific outcomes of the Functional VFM reviews, with the Leadership having an overview alongside the role of the Chief Executive. A detailed level of consultation will be possible as a result of the process that is proposed, led by the Chief Executive and Head of Human Resources & OD for managing a programme of co-ordinated review of all requests for voluntary early retirement and voluntary redundancy in functional groups.

4.00 RECOMMENDATIONS

- 4.01 That the Chief Executive in consultation with the Leader and respective Cabinet Member be given delegated authority to make changes to the workforce establishment in functional groups to implement the Organisational Design and Functional VFM programmes and meet the budget targets approved by Council for 2014/15.

5.00 FINANCIAL IMPLICATIONS

- 5.01 Sums would be made available out of reserves to fund workforce transition costs.

6.00 ANTI POVERTY IMPACT

- 6.01 None.

7.00 ENVIRONMENTAL IMPACT

- 7.01 None.

8.00 EQUALITIES IMPACT

8.01 As part of the budget setting process an equality impact assessment was undertaken by North Gate in respect of the proposed staffing changes.

9.00 PERSONNEL IMPLICATIONS

9.01 Granting delegated authority as recommended would reduce the workload of those officers undertaking the reviews and increase the amount of time available for consultation and discussion with affected employees. The proposals will not in any way reduce the scope for employees and/or unions to be involved within the process of organisational change.

10.00 CONSULTATION REQUIRED

10.01 As part of any changes to the workforce establishment, consultation will be undertaken with staff, unions, the Leader and the appropriate Cabinet Member.

11.00 CONSULTATION UNDERTAKEN

11.01 None.

12.00 APPENDICES

None.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

None.

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