



NEWCASTLE CITY BRANCH

Budget 2011

“HR Package” Proposals

Special Branch Committee
Presentation

Budget 2011 (1)



- Redundancies / Bumps:
 - CXD 91
 - Children's Services* 43
 - E&R 59
 - Adult & Culture* 54
 - **Total 247**

Budget 2011 (2)



- Vacancy reduction +100 posts*
- Successful Redeployments / Internal Appointments:
 - CXD 32
 - Children's Services 18
 - E&R 23
 - Adult & Culture 1
 - **Total 74**

* exact number unknown

Budget 2011 (3)



- Staff remaining at risk:
 - CXD 9 (8.6 fte)
 - Children's Services 4
 - E&R 8 (5.4 fte)
 - Adult and Culture 19.41 (18.41)

 - **Total 38.41 fte**

Additional Cost Pressures

Bargaining Strategy 2012



- No compulsory redundancies
- Extension current severance package for current and next financial year
- No detriment to existing Protection scheme
- Extension of redeployment to existing redeployees (due to end September)

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Workforce Commitments

- We will continue to seek to avoid compulsory redundancies.
- We will enhance and build on employee support arrangements for staff affected by the proposals & those leaving the organisation.
- We will share equality and service impact assessments at an early stage of consultation.

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Workforce Commitments

- We continue to develop policies and practices covering areas such as:
 - Flexible working
 - Work life balance
 - Family commitments
 - Working styles
 - Workforce learning and development
- We will continue our commitment to maintaining in-house services.

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Redeployment

- **We will retain the standard 3 month redeployment period to support staff “at risk” of redundancy.**
- **We will consider “extensions” on a case by case basis, providing employees:**
 - **Actively engage and participate in redeployment process.**
 - **Can be found “meaningful” work.**
 - **Agree to transfer away from their current job role and immediate work area.**
 - **Are prepared to be flexible in relation to alternative work available.**
 - **Remain at work.**

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Redeployment (2)

- We will constantly review and restrict the use of agency workers and overtime to increase job opportunities.
- Staff who accept fixed term contracts (FTC) for 6 months or less will remain on the redeployment register.
- Staff with “permanent employment status” who accept a FTC for 12 months or less will not lose their cash value protection if subsequently redeployed to a permanent post, but the clock starts ticking when FTC accepted.

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Pay Protection

- We will retain cash value protection for 3 years from end of “initial” notice period – clock starts on protection irrespective of any extended notice/redeployment period.
- One annual pay award on 1st April following their redeployment.
- 4th year of protection at 50% of the remaining difference.
- Protection ends on 4th anniversary of redeployment.
- Pay protection will be capped at maximum of 2 grades (with effect from 1st January 2012).
- The “guarantee interviews scheme” will be extended to cover all those in receipt of cash value protection.

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The Redundancy Scheme

- We will retain the current scheme at 1.75x statutory minimum (up to 52.5 weeks pay).
- Time limited to 30th April 2012.
- Retention of the current scheme is conditional upon the fact it will reduce in April 2012 – subject to the overall affordability of the HR package at that time.

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Summary

Redeployment – No change – No improvements

Pay Protection – Major change – Significant reduction

Redundancy – No change (yet) – Change to come – Reduction

UNISON Response



Redeployment

- Extension beyond 3 months – stronger commitment needed?
- Access to higher graded posts?

UNISON Response



Pay Protection

- Extend the proposed cap – 4 grade?
- Clock starts ticking once a permanent position found?

UNISON Response



Redundancy

- Not negotiated previously
 - Why not now?
 - Council have decided to “include” in package.
 - Retention at current level x1.75?
 - Specify “no lower than x1.5?”?