

Transition (LGR) Overview and Scrutiny Committee

Delivering Restructures

4th December 2023

Progress To Date

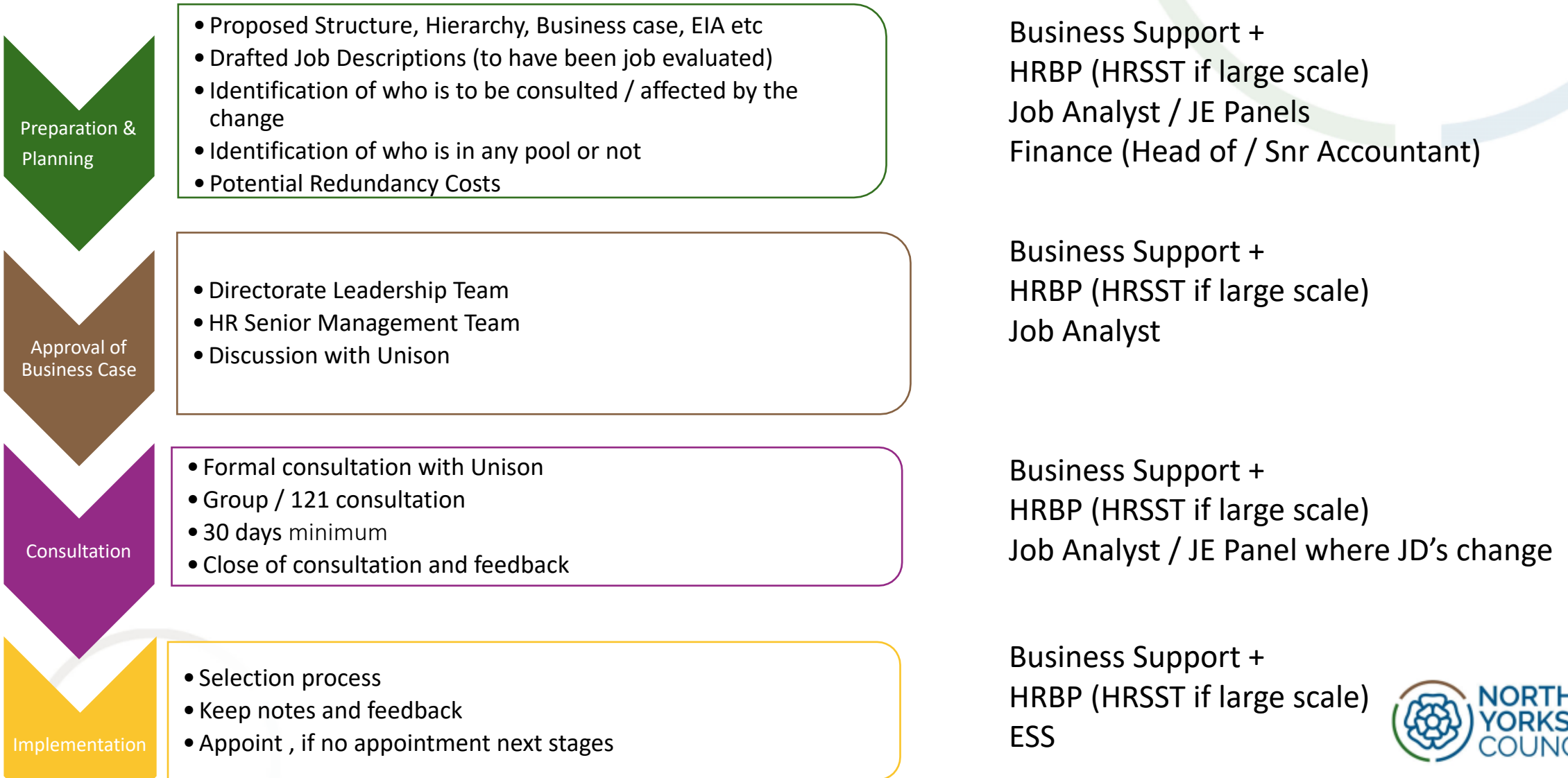
- Heads of Service – almost complete
- Next Stages of restructures are in progress, overall aim to minimise disruption to staff by making the process as simple as possible i.e. ‘slotting’ people in
- At Pace
- Trade Unions continue to be involved at all stages and form part of consultation process
- Continuous engagement and support for staff to help manage change
 - Consultation
 - Redeployment Support including interview practice and application process awareness

Head of Service No's

Heads of Service			
Area	Posts	Appointed	To be appointed
Localities	4	4	0
Legal & Democratic	6	6	0
HR & Business Support	10	10	0
Finance	13	13	0
Customer Revs & Bens	5	5	0
Technology	5	5	0
Property, Procurement & Commercial	6	2	4
Waste Environmental Services & Climate change	3	3	0
Highways, Parking & Parks	5	5	0
Integrated passenger Transport, Licensing, Public Rights of way & harbours	5	5	0
Regulatory Services	6	6	0
Planning	4	4	0
Economic Development, Regeneration, Tourism and Skills	4	4	0
Housing	5	5	0
Culture Arts & Leisure	5	4	1
CYPS	15	15	0
HAS	20	20	0

OFFICIAL

Restructure Process



Redeployment:

- For those who have been issued with risk of redundancy notification
- Manager is the case manager, additional support through Resourcing Solutions which includes:
 - Independent and dedicated support for the individual (i.e. not involved in restructure)
 - Aim to maximise positive outcome and minimise redundancies. Track record – supported over 5,000 individuals 96% positive outcome.
 - Programme of support dependent on situation and numbers:
 - Online Self-Help: [Jobs, vacancies and careers \(sharepoint.com\)](#) and [Supporting staff resource \(sharepoint.com\)](#)
 - Workshops/Webinars/Events/1 to 1 Surgeries
 - Getting Started, Moving Forward
 - Navigating Jobs Market
 - Successful Applications
 - Acing Interviews and Assessments
 - Alternative options: retirement, volunteering, self-employed, fostering/adoption, portfolio careers
 - Optional Bespoke sessions specific to circumstance
 - Outplacement