

**Appendix 4a - Department of Corporate Services - Human Resources**

Ref	Service	Proposal Definition	Saving				Reduction %	Employees					TU Feedback	Management Information/Response	
			2018-19 £'000	2019-20 £'000	Total £'000	%		Current		Likely FTE Reductions		Vacs.			VR Req.
								FTE's	Head count	2018/19	2019/20				
4H1	Human Resources	Human Resources – reduce HR transactional support, to reduce volume of service specific training	204.0	0.0	204.0		43.0	52	7.0	0.0	2	3	11.10.18 - See below	11.10.18 - See below	
5H1	Human Resources	Workforce Development reprioritised to focus on use of more specialist ad-hoc external delivery. Review of Occupational Safety.	250.0	0.0	250.0		25.1	28	7.0	0.0	2	3	11.01.18 - AR raised the following: <ul style="list-style-type: none"> <li>• Questioned the role of the Corporate Support Officer</li> <li>• Questioned the proposal for the new apprenticeship post – did this take on work of the posts that were being deleted</li> <li>• Concerns that the structure is too top heavy</li> <li>• Concerns around whether the service could function without an admin team</li> <li>• Job vacancies being held</li> </ul>	11.01.18 - Feedback from staff regarding alternative proposals and a proposal for income generation. These will be considered by management. SD responded that all feedback and alternative proposals will be considered. SD confirmed that where possible suitable alternative vacancies were identified elsewhere in the council, requests were being made for these to be held where possible for affected staff. SD confirmed that the new apprenticeship post does not replace an existing job. Consultation will continue led by the Head of Workforce Development, due to the HR Director leaving the organisation on 19 January.	
<b>TOTAL</b>			<b>454.0</b>	<b>0.0</b>	<b>454.0</b>		<b>68.1</b>	<b>80.0</b>	<b>14.0</b>	<b>0.0</b>	<b>4.0</b>				

**Cross Cutting Consultation**

Ref	Service	Proposal Definition	Saving				Reduction %	Employees					TU Feedback	Management Information/Response	
			2018-19 £'000	2019-20 £'000	Total £'000	%		Current		Likely FTE Reductions		Vacs.			VR Req.
								FTE's	Head count	2018/19	2019/20				
4H2	Human Resources	Terms and Conditions – removal of non contractual overtime payments and removal of essential car allowance lump sum payments	120.0	90.0	210.0		0.00	0.0	0	0	0.0	0	11.01.18 - No Comment	11.01.18 - No Comment	
<b>TOTAL</b>			<b>120.0</b>	<b>90.0</b>	<b>210.0</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>			