

NORTH SOMERSET COUNCIL

**DECISION OF EXECUTIVE MEMBER FOR HUMAN RESOURCES,
ASSET MANAGEMENT AND FINANCE WITH ADVICE FROM
DIRECTOR OF CORPORATE SERVICES AND HEAD OF HR AND
PERFORMANCE IMPROVEMENT**



**DECISION NO: CSD76
SUBJECT: REDUNDANCY
KEY DECISION: NO**

BACKGROUND: The Project Manager (Transformation Team) postholder has been employed on a fixed term contract which is due to end on 13 December 2017. This contract is not being renewed as part of the measures required to deliver MTFP savings. Attempts will be made to find alternative employment. In the event this is unsuccessful the postholder will be entitled to redundancy payments.

DECISION: To remove the Project Manager (Transformation Team) post from the establishment from December 2017.

REASONS: End of fixed term contract

OPTIONS CONSIDERED: This post has been funded from funds created for the delivery of the Transformation Programme.

It has not been possible to identify other options for the continued funding of the post.

FINANCIAL IMPLICATIONS:

Costs - £3,974.22

Pension Fund Strain: £8,798.52

LEGAL POWERS AND IMPLICATIONS: N/A

CONSULTATION: The postholder has been kept advised of the risk to the funding for their post since Spring 2017 and was formally advised that their contract would not be extended on 22nd September as per the Fixed Term Contract Policy.

Unions have been advised but no representation received.

RISK MANAGEMENT: Loss of the post will remove the core capacity for the Transformation Programme monitoring and reporting, and for any of constituent programmes of work.

It will also reduce the available capacity for specific project delivery.

These risks are being mitigated through a review of the Transformation Team's priorities.

EQUALITY IMPLICATIONS: The proposal was included in the overall EIA for MTFP ref CSD4. This identified no significant equalities impact.

CORPORATE IMPLICATIONS: As set out above, deletion of the post will reduce the overall level of capacity available for the Council's Transformation Programme.

SIGNATORIES:

DECISION MAKER(S):

Signed: 
Executive Member for Human Resources,
Asset Management and Finance

Date: 6 November 2017

WITH ADVICE FROM:

Signed: 
Director of Corporate Services

Date: 7/11/17

Signed: 
Head of Performance Improvement and HR

Date: 6 NOVEMBER 2017