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**Report to: Audit & Scrutiny Committee**

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**Date of Meeting: 12<sup>th</sup> December 2024**

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**Subject: Redeployment Update**

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**Report by: Senior Manager – HR & Workforce Development (Acting)**

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**1.0 Purpose**

- 1.1. This report provides the Audit & Scrutiny Committee with an update on progress regarding the revised Redeployment process which was agreed by Council in November 2023.

**2.0 Recommendations**

Committee is asked to:

- 2.1. Note, comment on and challenge the report.

**3.0 Considerations**

- 3.1. The Redeployment policy/procedure was approved by Council on 30<sup>th</sup> November 2023.
- 3.2. At the Council meeting members asked that a progress report be presented to the Audit and Scrutiny Committee to review the impact of the changes.
- 3.3. Redeployment was amended from a period of indefinite redeployment through the Targeted Voluntary Redundancy process, to a period of up to 6 months.
- 3.4. The changes maintained the clear intent and expectation of redeploying, where possible, all employees in the event that their post had been removed as a result of organisational transformation or change. The process was implemented in conjunction with Trade Unions and management in January 2024. A commitment was made to meet regularly with those on redeployment and support provided from management, HR and also economic development where appropriate.

- 3.5. In the period January to November 2024, 10 employees accepted TVR packages and left the employment of the Council, 6 employees have been successfully redeployed into alternative roles, and 1 employee is currently on redeployment undertaking temporary duties within the 6 month period, while we strive to identify a suitable alternative role.
- 3.6. In the previous 12 month period (January to December 2023), 1 employee was successfully redeployed and 3 left the Council with targeted voluntary redundancy packages, with 4 employees remaining on redeployment throughout this time. This shows the new process on redeployment has been helpful in securing successful redeployment posts for employees.

#### 4.0 Sustainability Implications

- 4.1. None.

#### 5.0 Resource Implications

##### 5.1. *Financial Details*

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes

- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report.

Yes

##### 5.4. *Staffing*

Trade Unions have been consulted and involved in process

- 5.5. None.

#### 6.0 Exempt Reports

- 6.1. Is this report exempt? Yes  (please detail the reasons for exemption below) No

#### 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

- (1) **Our Priorities** (Please double click on the check box )

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all

Our families; children and young people will have the best possible start in life

Women and girls will be confident and aspirational, and achieve

their full potential

Our communities will be resilient and empowered so  
that they can thrive and flourish

## 8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?  
Yes  No

## 9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

## 10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".  
None

## 11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)  
Yes  (please list the documents below) No

### Author(s)

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### Approved by

NAME	DESIGNATION	SIGNATURE
Chris Alliston	Strategic Director – Partnership and Performance	

