

TO: EMPLOYMENT COMMITTEE
5 JULY 2017

FORESTCARE CONTRACT TERMINATION AND RESULTANT REDUNDANCY
(Chief Officer: Housing)

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to identify the staffing implications arising from the ending of the "Housing Solutions" contract and to note the corresponding redundancy of outgoing Call Facilitator post in Forestcare.

2 RECOMMENDATION

- 2.1 **That the Employment Committee notes that the post-holder, identified in the Exempt Appendix A, redundant with effect from 6 July 2017 in accordance with the terms set out in exempt Appendix A.**

3 REASONS FOR THE RECOMMENDATION

- 3.1 Forest care had a contract with a registered provider, Housing Solutions, to undertake outbound calls to sample customer satisfaction. Housing solutions ended the contract on the 31/3/2017. The post holder was employed to undertake 15 hours a month to deliver the requirements of the contract There is no suitable alternative employment that can be offered to the post holder and therefore the report is to note the position that the post of outbound calls handler be made redundant.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 The current post-holder within Forestcare is employed for 15 hours per month and the work for which they were employed has ceased now. Currently there are no suitable alternative employment therefore the post-holder is at risk of redundancy.

5 SUPPORTING INFORMATION

- 4.1 The post of outbound calls handler was created specifically to support the contract Forestcare provided for Housing solutions. As the contract was ended by Housing Solutions the post of outbound calls handler is no longer required.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The HR process has been undertaken in line with the Council's Organisational Change protocol and Employment law requirements. With regard to the latter it is clear that the statutory definition of redundancy has been met in all cases (ie the requirement for staff to carry out work of a certain kind has ceased or diminished.) Procedurally appropriate consultation has taken place and steps have been taken, without success, to secure suitable alternative employment.

UNRESTRICTED

Borough Treasurer

- 6.2 The financial implications are set out in the body of the report and in Appendix A. One-off severance costs will be met from the Structural Changes earmarked reserve.

Equalities Impact Assessment

- 6.3 Not applicable

Strategic Risk Management Issues

- 6.4 Not applicable

Borough Human Resource Manager

- 6.5 The matter has been dealt with in accordance with the Council's protocol for Managing Organisational Change. Redundancy and Re deployment policies.

7 CONSULTATION

Principal Groups Consulted

- 7.1 Following decision by DMT a process of consultation was undertaken in line with Bracknell Forest's Managing Organisational Change, Redundancy and Re deployment policies and procedures.

Contact for Further Information

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