

TO: **EMPLOYMENT COMMITTEE**
20 JUNE 2012

**ENVIRONMENT, CULTURE AND COMMUNITIES - REORGANISATION IN
LANDSCAPE SERVICES**
[Director of Environment, Culture and Communities]

1 PURPOSE OF DECISION

- 1.1 This report seeks the Committee's authorisation for the redundancy of the Team Leader (Nursery) which arises from a minor restructure.

2 RECOMMENDATION

- 2.1 **That the Employment Committee approves the deletion of the post identified in exempt Annex A with effect from 31 July 2012 and declares the post-holder redundant in accordance with the terms set out in Exempt Appendix A with the costs being met from the Structural Changes Reserve.**

3 REASONS FOR RECOMMENDATION

- 3.1 The reason for this change is to address the staffing issues arising out of the decision of the Executive to close the Binfield nursery site.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 None. Without a nursery these posts can not be justified.

5 SUPPORTING INFORMATION

- 5.1 In its meeting on 10 January 2012 the Executive determined that the landscape nursery in Binfield is surplus to operational need. More cost effective alternative arrangements are being made to buy in plants rather than grow them on at the Council's own site.
- 5.2 The staffing needs have been reviewed and the changes mean that there is no longer a need for either the Team Leader (Nursery) and the Assistant Nurseryman posts. There is however a need for an additional Operative position within the landscape team.
- 5.3 Following the Council's agreed Organisational Change Protocol, the Team Leader (Nursery) and the Assistant Nurseryman were both placed 'at risk' and the opportunity offered to them to volunteer for redundancy.

The Team Leader (Nursery) post-holder opted for redundancy and, after a careful appraisal of that offer, it was accepted. The other employee, the Assistant Nurseryman has been redeployed in to the vacant Landscape Operative post.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The Borough Solicitor has no further comments to add to this report.

Borough Treasurer

- 6.2 The saving from this post is identified in the Exempt Appendix and will be reported through budget monitoring along with the costing of the revised operation at the Council's Commercial Centre of buying in plants following the closure of the Nursery.

Impact Assessment

- 6.3 This change has no impact on public facing services and therefore does not need an initial assessment.

Chief Officer: Human Resources

- 6.5 The payback period to recover the cost of the redundancy payment is just over 6 months.

7 CONSULTATION

Principal Groups Consulted

- 7.1 The Chief Officer: Environment & Public Protection has consulted with all members of the Landscape team and the trades unions on the proposed restructure of the Landscape Service following the decision to close the landscape nursery site and buy in plants.

Method of Consultation

- 7.2 In accordance with the Council's Organisational Change Protocol.

Representations Received

- 7.3 None.

Contact for further information

Steve Loudoun

Chief Officer: Environment & Public Protection

01344 352501

Steve.loudoun@bracknell-forest.gov.uk

Doc. Ref

CO:E&PP/Cttees&Gps/EmploymentCommittee/2012/EC&CReorganisationinLandscape Services20-06-12 (a)

Unrestricted