

Appendix 1

Employment Options: Summary of Outcomes and Savings (as at 20 November 2014)

Directorate/Service	Number of Employees in Service (1)	Total EO Requests	Percentage of EO Requests in each service	People Board Outcome						Percentage of EO Requests Progressing (1, 2 & 3)	Percentage of Service with EO Requests Progressing (1, 2 & 3)	Vacant Post Deletions (£)	Estimated Net General Fund Additional Savings (£)
				Service Challenge	Additional Restructure	Progress Outside Restructure	Bumped Redundancy	Future request	Cannot be Progressed				
Communities Localities and Culture	1182	170	14.4	9	25	18	73	24	21	30.6	4.4	103,700.00	1,410,295.87
CLC Management Support	4	2	50.0		1			1		50.0	25.0		39,600.00
Culture, Learning and Leisure	274	26	9.5	1	5	8	6	2	4	53.8	5.1		330,698.95
Localities	3		0.0							0.0	0.0		
Public Realm	374	85	22.7	6	10	6	40	13	10	25.9	5.9		598,335.98
Safer Communities	459	44	9.6		6	3	20	8	7	20.5	2.0	103,700.00	421,660.94
Strategy, Resources & Olympic Impacts	68	13	19.1	2	3	1	7			46.2	8.8		20,000.00
Development & Renewal	482	107	21.9	31	30	3	10	33		59.8	13.1		550,121.70
Asset Management / Corporate Programmes Capital D	109	27	24.8	26	1					100.0	24.8		36,792.00
Economic Development	56	5	8.1		4			1		80.0	6.5		39,435.70
Housing Options	135	44	32.6	4	6	1	9	24		25.0	8.1		183,107.00
Planning & Building Control	84	15	17.9		11			4		73.3	13.1		118,992.00
Resources	51	6	11.8	1	2		1	2		50.0	5.9		54,000.00
Strategy, Regeneration & Sustainability	44	8	18.2		6	2				100.0	18.2		117,795.00
Support	2	2	100.0					2		0.0	0.0		
Education, Social Care & Wellbeing	2414	380	15.7	98	41	1	65	89	86	36.8	5.8		901,190.57
Adults Social Care Services	415	99	23.9	33	5		24	26	11	38.4	9.2		150,582.46
Children's Social Care	512	87	17.0	30	5		1	26	25	40.2	6.8		154,404.33
Commissioning and Health	67	14	20.9		2		3	9		14.3	3.0		112,927.06
Learning & Achievement	557	87	15.6	22		1	8	6	50	26.4	4.1		21,037.50
Public Health	37	22	59.5		22					100.0	59.5		263,400.04
Resources	822	67	8.2	13	7		29	21		29.9	2.4		198,839.18
Law, Probity & Governance	175	23	13.0		7	5	5	2	4	52.2	6.8		284,131.44
Communications	27	5	18.5			4	1			80.0	14.8		0.00
Corporate Strategy & Equality	17	2	11.8			1		1		50.0	5.9		45,000.00
Democratic Services	58	7	12.1		6			1		85.7	10.3		164,015.97
Electoral Services	7		0.0							0.0	0.0		
Legal Services	66	9	13.6		1		4		4	11.1	1.5		5,588.00
Resources	511	117	22.9	16	10	8	22	41	20	29.1	6.7	221,700.00	466,279.87
Customer Access & ICT	268	66	24.6	5	2	3	18	26	12	15.2	3.7	154,700.00	0.00
Financial Services,Risk & Accountability	99	27	27.3	4		5	1	10	7	33.3	9.1	33,500.00	237,796.63
Human Resources & Workforce Development	132	23	17.4	7	8		3	4	1	65.2	11.4	33,500.00	133,048.85
Support	12	1	8.3					1		0.0	0.0		
Grand Total	4764	797	16.7	154	113	35	175	189	131	37.9	6.3	325,400.00	3,612,019.44

Notes: (1) Data from HR establishment download, 6 Nov 2014, excludes casuals, vacant posts, trainees and apprentices

Appendix 1

Employment Options: Analysis by Salary Bands (as at 20 November 2014)

Directorate/Service	Number of Employees in Service (1)	Total EO Requests	Number SO2 & below in the service	Number of SO2 & below requests	Number of SO2 & below requests supported	Number of PO1-PO6 in Service	Number of PO1 - PO6 requests	Number of PO1 - PO6 requests supported	Number of LPO7+ in Service	Number of LPO7 + requests	Number of LPO7+ requests supported
Communities Localities and Culture	1182	170	793	95	15	356	66	29	33	9	8
CLC Management Support	4	2			0	4	2	1			0
Culture, Learning and Leisure	274	26	204	18	10	63	8	4	7		0
Localities	3					3					
Public Realm	374	85	264	53	4	101	27	13	9	5	5
Safer Communities	459	44	287	19	1	162	22	6	10	3	2
Strategy, Resources & Olympic Impacts	68	13	38	5	0	23	7	5	7	1	1
Development & Renewal	482	107	238	49	26	204	48	31	40	10	7
Asset Management / Corporate Programmes Capital	109	27	78	19	19	25	6	6	6	2	2
Economic Development	56	5	1	1	0	1	1	0			0
Housing Options	135	44	28	2	1	23	2	2	5	1	1
Planning & Building Control	84	15	92	24	4	38	17	6	5	3	1
Resources	51	6	13	1	0	62	12	9	9	2	2
Strategy, Regeneration & Sustainability	44	8	16		0	27	4	2	8	2	1
Support	2	2	10	2	2	28	6	6	6		0
Education, Social Care & Wellbeing	2414	380	1447	174	65	868	168	56	99	38	19
Adults Social Care Services	415	99	236	52	22	167	39	14	12	8	2
Children's Social Care	512	87	135	23	14	354	57	18	23	7	3
Commissioning and Health	67	14	18	2	0	43	11	2	6	1	0
Learning & Achievement	557	87	317	45	20	213	37	3	27	5	0
Public Health	37	22	4	1	1	19	10	10	14	11	11
Resources	822	67	737	51	8	72	11	8	13	5	3
Law, Probity & Governance	175	23	59	4	3	91	17	9	25	2	0
Communications	27	5	1		0	22	5	4	4		0
Corporate Strategy & Equality	17	2			0	14	2	1	3		0
Democratic Services	58	7	33	2	2	20	5	4	5		0
Electoral Services	7		5			1			1		
Legal Services	66	9	20	2	1	34	5	0	12	2	0
Resources	511	117	296	60	15	184	46	17	31	11	2
Customer Access & ICT	268	66	209	48	8	51	14	2	8	4	0
Financial Services,Risk & Accountability	99	27	34	5	2	52	17	5	13	5	2
Human Resources & Workforce Development	132	23	51	7	5	72	14	10	9	2	0
Support	12	1	2		0	9	1	0	1		0
Grand Total	4764	797	2833	382	124	1703	345	142	228	70	36

Notes: (1) Data from HR establishment download, 6 Nov 2014, excludes casuals, vacant posts, trainees and apprentices