

APPENDIX A						
SUMMARY OF REDUCTIONS AS REPORTED IN THE BUDGET PROPOSALS AND IMPLICATIONS FOR STAFF PAPER						
DEPT	AREA	NO. OF PEOPLE AFFECTED	CONSULTATION	OUTCOME	NO. OF REDUNDANCIES	NO. REDEPLOYED OR NOW IN OTHER POSTS WITHIN COUNCIL
BSD	Internal Audit Services	2	28 January to 26 February 2015	Proposal to delete one Principal Auditor post. One staff member displaced who has left the Council.	1 compulsory	1
	Communications and Marketing	3	28 January to 26 February 2015	Consultation to close on 30 June 2014. Awaiting comments as part of consultation process. Consultation concluded with three staff members displaced who have left the Council.	3 compulsory	0
	Governor Services	2	1 June to 3 July 2015	Proposal to delete 2 x part-time posts and add one full-time post on to the structure	0	2
	Engagement Team - HR Services	2	28 August to 28 September 2015	Proposal to delete 2 posts and create a new post	1 compulsory	1
	MACLS	8	21 April to 20 May 2015	Counter proposals received and being considered. 1 resignation received	4 voluntary	4
	Internal Audit & Counter Fraud	4	8 December 2015 to 13 January 2016	Consultation is ongoing with a proposal to delete four posts and to create three posts creating a risk of redundancy to one staff member.	1 voluntary	0

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	Villager Project	1	2 February 2016 to 2 March 2016	1 member of staff displaced (TUPE to Norse).	0	0
	CCTV Alternative Delivery Model	43	2 February 2016 to 2 March 2016	All staff TUPE transferred	0	0
	Senior Management Review	9	5 November 2015 to 4 December 2015	9 established posts are directly affected by the review	1 compulsory	1
	Category Management	4	26 February 2016 to 24 March 2016	Delete 4 fte Assistant Category Management posts (3 currently vacant), add 2 fte Category Manager posts.	1 compulsory	0
	HR Services	6	8 February 2016 to 22 February 2016	Proposal to delete 8 posts (2 vacant)	4 voluntary	2
	Personal Assistants	4	N/A	Two staff members volunteered and no formal consultation required.	2 voluntary	0
C&A	Schools Commissioning and Traded Services	15	28 January to 26 February 2015	2 staff members displaced, one redeployed one redundant	1 compulsory	1
	Early Years	1	9 March to 23 March	1 member of staff displaced, currently in trial period of redeployment. The redeployment was unsuccessful and the member of staff has left the council on compulsory redundancy.	1 compulsory	0

DEPT	AREA	NO. OF PEOPLE AFFECTED	CONSULTATION	OUTCOME	NO. OF REDUNDANCIES	NO. REDEPLOYED OR NOW IN OTHER POSTS WITHIN COUNCIL
	Schools Effectiveness and Inclusion	2	28 January to 26 February 2015	Two posts deleted from the structure and replaced by one new post. 1 member of staff displaced and is currently in the redeployment pool. The redeployment was unsuccessful and the staff member has now left the Council on compulsory redundancy.	1 compulsory	1
	Children's Social Care - Admin. Hub	35	1 March to 31 March 2015	One post deleted from the structure. One staff member displaced and has left the Council.	1 compulsory	0
	Self Directed Support Team	1	1 March to 31 March 2015	One post deleted from the structure. One staff member displaced and has left the Council	1 compulsory	0
	Old Vicarage	3	31 March 2015 to 29 April 2015	Three posts deleted from the structure and replaced with one new post. Two staff volunteered for redundancy and the third employee was appointed to the new post.	2 voluntary	0

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	AASSA Service	10	22 September 2015 to 5 October 2015	Three posts deleted from the structure and replaced with three new posts at a higher range. The new posts were ringfenced to directly affected staff and three staff were appointed.	0	0
	0-25 Service	10	2 - 16 December 2015	8.06fte family worker posts, one Social Care Officer (Deaf Blind Intervener) and 0.54fte assistant family worker. Five new posts (5fte) of Key Worker will be created and One Short Breaks Coordinator. The new posts are ringfenced to directly affected staff.	0	0
	Medway Parenting Support Service	3	24 November - 8 December 2015	Two posts deleted from the structure and replaced by one new post. 1 member of staff left the council on voluntary redundancy.	1 Voluntary	0
	Early Years and Sure Start Centres	163	23 May - 30 June 2016	Proposed reduction of 26 FTE posts. Some voluntary redundancy request accepted. Selection process 11 July - 30 September 2016.	tba	tba

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	Integrated Youth Support Services	tba	tba	Paper being presented to Cabinet on 5 April 2016. Decision to go to tender, a further report will be presented to Cabinet on 27 September.	tba	tba
	Tier 2 Service	7	9 December 2015 to 7 January 2016	Proposal to delete 4 x posts and create 11 new posts	0	7
	Onside Therapy Service	5	13 January 2016 to 12 February 2016	Proposal to delete 4 x p/t therapist posts and 1 x f/t administrative assistant post.	4 compulsory, 1 resignation	0
	CSC Service	tba	16 March 2016 to 14 April 2016	The role of Social Work Manager in CIN/CP and LAC/Proceedings was deleted. Fifteen new roles of Practice Manager were created.	0	0
	Partnership Commissioning	5	26 July 2016 to 24 August 2016	Proposal to re-structure	tba	tna
RCC	Front Line Services Support Team	1	20 January 2015 to 18 February 2015	Due to go to consultation on 20 January 2015. Consultation concluded with one staff member displaced and has left the Council.	1 compulsory	0
	Regeneration and Economic Development	1	15 November to 17 December 2014	Proposal to delete the Project Co-ordinator (Greenfit) post. One staff member displaces and has left the Council	1 compulsory	0

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	Highway Services	2	28 January to 26 February 2015	Proposal to delete 2 x Engineer posts and introduce 1 x Senior Engineer. One staff member displaced and has left the Council	1 voluntary	0
	Safer Communities	3	28 January to 26 February 2015	Proposal to delete 3 x posts. One staff member was displaced but has been successfully redeployed.	0	3
	Waste Services	1	28 January to 26 February 2015	Proposal to delete 1 x post. One staff member displaced and has left the Council	1 compulsory	0
	Public Health	3	24 February to 25 March 2015	Proposal to delete 3 x posts. Three staff members were displaced, of which two have secured posts within the new structure and one has left the Council.	1 compulsory	2
	Economic Development	5	None required	5 staff members on fixed term contracts were released at their respective end date.	0	0
	Licencing	2	19 January 2016 to 17 February 2016	Delete 2 fte Senior Licensing and Enforcement Officer posts and add 1 fte Principle Licensing and Enforcement Officer, 1 fte Licensing Assistant and 1 fte. Licensing Apprentice	1 compulsory	1

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	Property and Capital Projects	3	26 January 2016 to 24 February 2016	Proposal to delete 3.6 fte posts. Following consultation a counter proposal was accepted resulting in the deletion of 2 fte posts.	2 compulsory	0
	Employ Medway	1	N/A	Savings were achieved through a staff member asking for voluntary redundancy	1 voluntary	0
	Greenspaces Urban Team	4	2 August 2016 to 31 August 2016	Transfer of the Urban Ranger service to NORSE. Staff will TUPE transfer.	0	0
	HRA Development Team	1	8 August 2016 to 6 September 2016	Proposal to delete two posts (one currently vacant)	tba	tba
	Corn Exchange	21	TBA	21 = 3 x Permanent and 18 x Casual staff	tba	tba
PH	Public Health	16	12 January 2016 to 10 February 2016	Consultation concluded with no counter proposals.	1.8 fte voluntary, 2 fte compulsory	0
	Sexual Health Services	1	To commence 2 September 2016	Proposal to tender the service	0	0
Total		413			43	26