

Appendix 4.3

Numbers of posts affected

Validation and rechecking of the current posts and staff impacted by the consultation has been an ongoing process. The final outturn is summarised in the following table:

	WTEs
(1) Impacted posts in current PCT structures identified at the start of this consultation.	764
(2) Above posts which were vacant, or filled by non-permanent staff, or where the member of staff has subsequently resigned.	(170)
(3) At risk staff – staff who have been issued with an “at risk” letter and whose existing post are confirmed as being included in (1) above.	594
(4) At risk staff who have applied for, have had their application approved, and have accepted voluntary redundancy.	(105)
(5) Staff remaining at risk.	489
(6) Jobs in the new structure available for competitive selection or slot in*.	(401)
(7) Net at risk staff	88

* There are approximately 30 vacant posts included in the structure charts which are not within the “management cost” definition. Applications for these posts will initially be restricted to the at risk staff.

In summary, there are 88 fewer available posts when compared to the number of at risk staff remaining. However the eventual number of compulsory redundancies is likely to differ from 88. It may not be possible to fill all posts from the NCL at risk pool due to mismatches of skills. On the other hand, some of the at risk staff may secure employment in other sectors or elsewhere within the NHS and therefore will not be eligible for redundancy. Our best estimate of the number of compulsory redundancies is therefore in the range 80 to 120.

A banding comparison of at risk staff to available posts is summarised in the following graph:

