

## **Appendix 8 Management Response to UNISON Comments**

### **Redundancies**

The intention of this restructuring has always been to optimise the skills and expertise of the current workforce. It furthermore has attempted to facilitate individual requests from staff affected through the use of the voluntary redundancy facility. Should any staff wish to request a reduction in working hours or a pattern of flexible working which would result in another colleague not being faced with compulsory redundancy then of course this would be taken into consideration. At the time of writing this report there have been no such offers forthcoming from the workforce. The issue of 'bumping' will also be considered should an appropriate opportunity arise.

### **Consultation**

The development of the Self Directed Pathway to Adult Social Care Services was undertaken in collaboration with staff, users, carers and voluntary sector organisations. The partnership was an iterative process which not only developed the processes but also defined the stages of the pathway and therefore the different roles of staff to deliver a transformed social care system. Unfortunately any change brings with it a degree of anxiety for the people affected. Management tried to ameliorate this through working in partnership with all stakeholders through the Pilot Programmes and this organisational restructuring.

### **Brokerage Team**

The funding of the Brokerage Service was reduced through the Budget Planning Processes of 2008/9 and 2009/10. The service was temporarily funded through the Transforming Social Care Grant while the pilot programme developed the Self Directed Care Pathway. This grant ceased to exist with effect from April 2011.

Management can confirm there have been consultation meetings with the staff from this service.

### **Integrated Access Team**

There have been some recent changes in this service which now mean that there will be a recruitment to stay interview process to appoint to eight posts from eleven employees. The three displaced members of staff will be subject to the Council's redeployment procedures.

The Business Manager has been issued with a new Job Description that more accurately reflects the range of duties being undertaken. The Trade Union has participated in the Job Evaluation of the post. This post already manages the Integrated Access Service, the No recourse to Public Funds Service and the Winkfield Resource Centre.

### **Reablement Service**

Management are in a position to respond positively to the suggestion of the Trades Unions given that there are no persons are displaced. In accordance with the Council's procedure this has been approved by the Head of Human Resources.

### **Personal Budget Support Service**

Management are in a position to respond positively to the suggestion of the Trades Unions given that there are no persons are displaced. In accordance with the Council's procedure this has been approved by the Head of Human Resources.

All vacant posts will be filled in line with the Council's redeployment, recruitment procedure.

Issues relating to Learning Disabilities and Mental Health in relation to the Personal Budget Support Service are recognised and reflected in the proposed phasing of the transfer of any staffing resources from these services to the new service.

### **Care Managers**

There are two distinct separate types of Care Manager in the current organisational structure each with different Job Descriptions and undertaking different duties. On this basis separate ring fencing has been applied.

### **Winkfield Resource Centre**

All vacant posts will be filled in line with the Council's redeployment, recruitment procedure.

### **Job Descriptions**

Comments in respect of the Personal Budget Support functions are noted and management will of course provide all appropriate support and training to staff moving to this service. There has been a small team of three individuals delivering this service over the last three years. The Direct Payments Support Service has been operating successfully for several more years.

### **Single Status**

All posts affected by these proposals will be subject to re-evaluation.