

Compulsory Redundancies September 2011 Report

The data in this report relates to 79 employees placed at risk of compulsory redundancy and approved by Cabinet at various stages in Phase 1 of the budget cuts programme. In addition to this there are 7 employees who were given formal notice of redundancy but were bumped/redeployed before Cabinet approval and 18 employees who were redeployed/bumped prior to being given formal notice of redundancy but after consultation had begun. Of the 104 employees at risk of redundancy, 56 employees were made redundant.

Disability

Council Workforce Summary Q1 2011/12

	Staffing	Disabled	%
ADULT COMM & HSG	2740	95	3.5%
CHIEF EXECUTIVES	108	6	5.6%
CHILDREN'S SERVICES	1932	48	2.5%
SCHOOLS	7469	41	0.5%
LAW PROPERTY & HR	946	30	3.2%
URBAN	1494	61	4.1%
TOTAL (EXCLUDING SCHOOLS)	7220	240	3.3%

Compulsory Redundancy Disability Summary

Disability Breakdown	Total no. at risk of CR	Disabled				Not Disabled				
		No. of Disabled	% of those at risk of CR	Bumped/Redeployed	Redundant	No. of Not Disabled	% of those at risk of CR	Bumped/Redeployed	Redundant	Still on register
Chief Executives	1	1	100.0%	100.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%
Children's Services	68	4	5.9%	0.0%	100.0%	64	94.1%	39.1%	59.4%	1.5%
Corporate Resources	10	1	10.0%	100.0%	0.0%	9	90.0%	0.0%	100.0%	0.0%
DACHS	18	4	22.2%	25.0%	75.0%	14	77.8%	35.7%	64.3%	0.0%
DUE	7	1	14.3%	0.0%	100.0%	6	85.7%	83.3%	16.7%	0.0%
TOTAL	104	11	10.6%	27.3%	72.7%	93	89.4%	47.3%	51.6%	1.1%

The above table shows that a higher proportion of disabled people have been placed at risk of redundancy 10.6% when compared to the proportion of disabled employees in the Council 3.3%. Of those made redundant 14.3% were disabled. There is a higher percentage of disabled employees in Children's, DACHS and DUE, but due to the low number of redundancies in DUE the one disabled employee has had a large impact on the percentages. This individual's post was identified redundant as it was a supervisory role that could be made redundant when budget cuts were needed. In DACHS one of the posts identified as redundant was in the Escorts within Day Services team, where the whole team was being made redundant. Another post was identified as redundant in the community renewal team where all employees were placed at risk and of 6 employees at risk, 1 was redeployed by selection criteria.

The percentage of those disabled and redeployed/bumped is 27.3% compared to 47.3% of non-disabled employees. Looking further into the areas where the non-disabled employees were not successful in being redeployed it appears that the low numbers have affected the figures. For example, in DACHS there were 3 employees in the Escorts team that were identified at risk, 1 was disabled. All three were made redundant. In Corporate Property of the two at risk of redundancy one was made redundant, this employee was disabled, and the non-disabled employee was successfully bumped. Both employees were identified as redundant from unique roles at different grades.

In Children's Services all employees in Dudley Performing Arts were bumped/redeployed, none of these employees have a disability, significantly impacting on the statistics.

In Chief Executives one person volunteered for a bumping opportunity from a potential selection pool of two CRs thus negating the need for any employees to be formally at risk and the volunteer was disabled.

Ethnic Group

Council Workforce Summary Q1 2011/12

	Staffing	White	%	BME	%	Unknown	%
ADULT COMM & HSG	2740	2500	91.2%	213	7.8%	27	1.0%
CHIEF EXECUTIVE	108	96	88.9%	8	7.4%	4	3.7%
CHILDREN'S SERVICES	1932	1700	88.0%	221	11.4%	11	0.6%
SCHOOLS	7469	7088	94.9%	337	4.5%	44	0.6%
CORPORATE RESOURCES	946	853	90.2%	80	8.5%	13	1.4%
URBAN	1494	1433	95.9%	52	3.5%	9	0.6%
TOTAL (EXCLUDING SCHOOLS)	7220	6582	91.2%	574	8.0%	64	0.9%

Compulsory Redundancy Ethnic Group Summary

Ethnic Group	Total no. at risk of CR	BME				White					Undisclosed Group Title	% of those at risk of CR
		No. of BME Group	% of those at risk of CR	Bumped/redeployed	Redundant	No. of White Group	% of those at risk of CR	Bumped/redeployed	Redundant	Still on register		
Chief Executive's	1	0	0.0%	0.0%	0.0%	1	100.0%	100.0%	0.0%	0.0%	0	0.0%
Children's Services	68	8	11.8%	37.5%	62.5%	59	86.8%	37.3%	61.0%	1.7%	1	1.5%
Corporate Resources	10	1	10.0%	100.0%	0.0%	9	90.0%	100.0%	0.0%	0.0%	0	0.0%
DACHS	18	2	11.8%	50.0%	50.0%	15	82.4%	33.3%	66.7%	0.0%	1	5.9%
DUE	7	0	0.0%	0.0%	0.0%	7	100.0%	71.4%	28.6%	0.0%	0	0.0%
TOTAL	104	11	10.6%	45.5%	54.5%	91	87.5%	46.2%	52.7%	1.1%	2	1.9%

The above table shows that a slightly higher proportion of BME employees were placed at risk of redundancy 10.6% compared to the proportion of BMEs in the overall workforce at 8.0%. The majority of redundancies were made in DACHS and Children's Services.

Of those placed at risk of redundancy in Children's Services the higher number of redundancies for BME groups were from the youth workers team where BME's made up 25% of those being made redundant from the team. In the Youth Workers Team posts were identified as redundant and no selection pool was applied to select these. However, 66.7% of these BME employees were redeployed/bumped demonstrating that mitigation put in place to lessen the impact has been successful.

In DACHS the 2 posts identified for redundancy were in the Asylum Seekers team where the whole team was placed at risk of redundancy due to the cessation of the service provision and funding. Of the BME's in this team one employee was successful in being redeployed.

A similar proportion of employees from a BME group at 45.5% were redeployed/bumped compared to those from a white group at 46.2%. This demonstrates that mitigation put in place to compensate for making redundancies in areas that may have an adverse impact such as redeployment/bumping have enabled a high and equal proportion of those from a BME group to remain employed.

Gender

Council Workforce Summary Q1 2011/12

	Staffing	Male	%	Female	%
ADULT COMM & HSG	2740	861	31.4%	1879	68.6%
CHIEF EXECUTIVE	108	33	30.6%	75	69.4%
CHILDREN'S SERVICES	1932	376	19.5%	1556	80.5%
SCHOOLS	7469	1140	15.3%	6329	84.7%
CORPORATE RESOURCES	946	311	32.9%	635	67.1%
URBAN	1494	941	63.0%	551	36.9%
TOTAL (Excluding Schools)	7220	2521	34.9%	4696	65.0%

Compulsory Redundancy Gender Summary

Gender Breakdown										
Female										
	Total no. at risk of CR	Female Total	% of those at risk of CR	Bumped/redeployed	Redundant	Still on register	Male Total	% of those at risk of CR	Bumped/redeployed	Redundant
Chief Executives	1	1	100.0%	100.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%
Children's Services	68	52	76.5%	34.6%	63.5%	1.9%	16	23.5%	43.8%	56.2%
Corporate Resources	10	9	90.0%	100.0%	0.0%	0.0%	1	10.0%	100.0%	0.0%
DACHS	18	8	44.4%	37.5%	62.5%	0.0%	10	55.6%	30.0%	70.0%
DUE	7	0	0.0%	0.0%	0.0%	0.0%	7	100.0%	71.4%	28.6%
TOTAL	104	70	67.3%	44.3%	54.3%	1.4%	34	32.7%	47.1%	52.9%

The above table shows that the distribution of those at risk of redundancy was higher for females at 67.3% but as 65.0% of the workforce is female this figure is almost reflective of the workforce. Of those at risk of redundancy 44.3% of females were

redeployed/bumped compared to 47.1% of males. This demonstrates that mitigation put in place to compensate for making redundancies in areas that may have an adverse impact such as redeployment/bumping have enabled a high and equal proportion of females to remain employed.

Religion

Compulsory Redundancy Religion Summary

	Total Made Redundant	Christian	Do Not Wish to Disclose	Muslim	No Religion	Other	Sikh	Jewish	Blank
Chief Executives	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Children's Services	68	38.2%	2.9%	0.0%	5.8%	0.0%	2.9%	1.5%	49.6%
Corporate Resources	10	83.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%
DACHS	18	43.6%	12.5%	6.3%	6.3%	6.3%	0.0%	0.0%	25%
DUE	7	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	104	42.3%	2.9%	1.0%	11.5%	1.9%	1.9%	1.0%	37.5%

As 40.4% have not disclosed their religion it is not possible to make any conclusions on the above information.

Age

Council Workforce Summary Q1 2011/12

Directorate	Staffing	Under 16	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
ADULT COMM & HSG	2740	0	111	165	192	258	415	501	463	373	206	56
Chief Executive's	108	0	11	8	12	8	13	12	19	11	8	6
Children's Services	1932	0	101	97	170	187	302	380	298	228	132	37
Schools	7469	14	514	697	757	819	1166	1109	917	809	447	220
Corporate Resources	946	0	100	93	106	100	149	149	111	73	53	12
Urban	1494	0	124	105	99	122	199	262	208	183	107	85
TOTAL (Excluding Schools)	7220	0	447	468	579	675	1078	1304	1099	868	506	196
		0.0%	6.2%	6.5%	8.0%	9.3%	14.9%	18.1%	15.2%	12.0%	7.0%	2.7%

Compulsory Redundancy Age Summary

		Age Band										
Directorate	Directorate Decision	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Grand Total
Chief Executives	Bumped/Redeployed	0	0	0	0	1	0	0	0	0	0	1
Chief Executives Total		0	0	0	0	1	0	0	0	0	0	1
Children's Services	Bumped/redeployed	2	3	4	5	2	4	4	0	1	0	25
	Redundant	0	3	6	3	4	12	11	2	1	0	42
	Still on register	0	0	0	0	0	0	1	0	0	0	1
Children's Services Total		2	6	10	8	6	16	16	2	2	0	68
Corporate Resources	Bumped/redeployed	0	1	1	0	1	3	4	0	0	0	10
	Redundant	0	0	0	0	0	0	0	0	0	0	0
Corporate Resources Total		0	1	1	0	1	3	4	0	0	0	10
DACHS	Bumped/redeployed	0	0	1	0	0	3	2	0	0	0	6
	Redundant	0	0	0	1	2	2	2	3	2	0	12
DACHS Total		0	0	1	1	2	5	4	3	2	0	18
DUE	Bumped/redeployed	0	0	0	0	1	2	1	0	0	1	5
	Redundant	0	0	0	0	0	1	1	0	0	0	2
DUE Total		0	0	0	0	1	3	2	0	0	1	7
Grand Totals		2	7	12	9	11	27	26	5	4	1	104
	% of those at risk of CR	1.9%	6.7%	11.5%	8.7%	10.6%	26.0%	25.0%	4.8%	3.8%	1.0%	
	Total % for bumped/redeployed	100.0%	57.1%	50.0%	55.6%	45.5%	44.4%	42.3%	0.0%	25.0%	100.0%	45.2%
	Total % for redundant	0.0%	42.9%	50.0%	44.4%	54.5%	55.6%	53.8%	100.0%	75.0%	0.0%	53.8%
	Total % for still on register	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	1.0%

The above table shows that a higher proportion of 45-49 year olds were placed at risk of redundancy at 26.0% compared to the proportion of 45-49 year olds in the workforce at 18.1%. Similarly 25.0% of 50-54 year olds were placed at risk compared to an

average workforce of 15.2%. There therefore appears to be a higher impact on the middle-age groups. However, these age groups do have the highest proportion of employees in the overall workforce so the proportion of redundancies may expect to be higher than those groups with a lower representation in the workforce.

The age groups below 39 years old appeared to be more successful in being bumped/redeployed. The percentage of those made redundant is higher in the 55-59 and 60-64 age groups. However, the number of employees at risk of CR in these groups is small and so it is likely that the small numbers are having a high impact here and skewing the data.