

Item 9 - Question Time

To the Leader of the Council

“What arrangements did the Administration undertake to ensure the effective retention of knowledge, experience and skills within the Council workforce during implementation of the Voluntary Redundancy Scheme?”

Response to Mr Laird

The Council has clear procedures for managing the departure of staff in relation to Exit Interviews and the effective handover of responsibilities to ensure the retention of knowledge, experience and skills, wherever possible.

When the Voluntary Redundancy Scheme was introduced in January 2016, it was understood that there would be impacts on essential functions delivered by the Council but that where these impacts were considered manageable or there was scope for restructuring, redesign and redeployment, then staff would be allowed to leave the organisation.

However, it is the case that exit arrangements were not rigorously followed for all staff and there needs to be an improvement in this process in anticipation of further reductions in the workforce.