

# Finance and Resources Committee

2.00pm, Thursday 18 August 2016

## Re-employment and Re-engagement of staff

<b>Item number</b>	7.4
<b>Report number</b>	
<b>Executive/routine</b>	
<b>Wards</b>	All

### Executive summary

---

At the Finance and Resources Committee on 17 March 2016, approval was given to introduce a time bar of one year (from date of leaving) before re-engagement or re-employment of colleagues who have left employment with the City of Edinburgh Council via Voluntary Early Release Agreement (VERA) or Voluntary Redundancy (VR).

It was agreed that an update would be provided to Finance and Resource Committee in August 2016.

### Links

---

<b>Coalition pledges</b>	All
<b>Council outcomes</b>	All
<b>Single Outcome Agreement</b>	All

## Re-employment and Re-engagement of staff

### Recommendations

---

- 1.1 It is recommended that the Finance and Resources Committee note this report.

### Background

---

- 2.1 It was agreed at Committee on 17 March to introduce a time bar of one year (with an exceptions process, on a case by case consideration as required) for staff who have left under VERA and VR arrangements. It was also recognised that there may be exceptional circumstances to this approach and that any such cases would be considered by the relevant service area Executive Director to ensure this approach is not seen as a form of blanket exclusion.

### Main report

---

- 3.1 As at 23 July, equivalent of 645 FTE colleagues are confirmed as leaving the Council under VERA and VR arrangements and this number will continue to increase over the coming months.
- 3.2 Since the introduction of this approach there have only been three cases where a request has been made to consider an exception to re-employing or re-engaging staff. This has resulted in 2 ex employee's being considered for recruitment by Council Companies, one as an employee and the other as a consultant. These appointments will be subject to normal recruitment or procurement processes. The other ex employee has asked for an exemption from the time bar but has not yet applied for a vacancy.
- 3.3 It is proposed that a further report is provided in October when further reviews will have been completed.

### Measures of success

---

- 4.1 The Council's ability to monitor and enforce this on a consistent basis and for colleagues leaving the Council's employment to be aware of this requirement prior to agreeing to VERA or VR terms.

## Financial impact

---

- 5.1 The salary cost of re-employing staff will be met from the approved budget of the relevant service.

## Risk, policy, compliance and governance impact

---

- 6.1 Risk, policy, compliance and governance impact is integrated within the proposal.

## Equalities impact

---

- 7.1 The proposal incorporates outcomes related to the Council's commitment to reducing inequality and providing employment.

## Sustainability impact

---

- 8.1 The proposal incorporates outcomes related to the Council's commitment to develop Edinburgh as a Sustainable Capital City, particularly as a key employer.

## Consultation and engagement

---

- 9.1 The proposal has been developed consultation with stakeholders, including the Corporate Leadership Team (CLT), Trade Unions, and will be embedded through clear communication cascade.

## Background reading / external references

---

[Re-employment and re-engagement of staff – report to Finance and Resources Committee, 17 March 2016](#)

External benchmarking across 14 local authorities as to their practice on time bar for re-engagement and re-employment of employees following voluntary redundancy or VERA.

[Redundancy policy](#)

### Hugh Dunn

Acting Executive Director of Resources

Contact: Katy Miller, Head of Organisational Development

Email: [Katy.miller@edinburgh.gov.uk](mailto:Katy.miller@edinburgh.gov.uk)

## Links

---

**Coalition pledges**    All

**Council outcomes**    All

**Single Outcome**    All

**Agreement**

**Appendices**