

Feedback on proposals to Transfer the HR function

Employee Comments	Response
<p>By transferring HR Staff to Worcestershire County Council (WCC) it will make us more vulnerable to redundancy than we are present</p>	<p>The current HR team within the WFDC is extremely small, however, there would be no guarantee in the future that this would be immune to the need to make reductions in cost. There are additional career benefits for staff within a larger organisation such as the County Council.</p>
<p>Shared services/partnership working is high on the Government's agenda but have slight concerns that it appears to have been decided that it will be with Worcestershire County Council. Have other options been explored? Alternatively, neighbouring Districts? i.e. A North Worcestershire HR Function. this would retain a more local geographical services and would benefit from the work already undertaken by Redditch and Bromsgrove joining services. Has consideration been given to a Service Level Agreement until such a time HR is revisited as part of the WETT programme?</p>	<p>Wyre Forest District Council in common with other councils within Worcestershire are already being provided with support from the County Council for HR support. In considering the needs within the authority the natural conclusion was to propose to extend the current arrangements.</p> <p>This proposed arrangement does not preclude WFDC from considering a wider approach to a shared service for HR in the future, along with all support services.</p>
<p>The consultation document makes reference to our physical locations being retained at Wyre Forest at the point of transfer. As a small District Council HR we have always prided ourselves on providing managers with support but also taking into account their service requirements and ensuring that all employees are treated in a fair and consistent manner. This can be supported by the fact we have only had two Tribunal Claims over a number of years both of which were successfully defended. As part of the agreement can this form part of the criteria that we are located at Wyre Forest?</p>	<p>In all discussions with the County Council it has been agreed that the posts supporting the district council will continue to be based in Wyre Forest.</p>

Agenda Item No. 8.1
Appendix 2

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As the HR Division was disbanded in March 2009 resulting in savings for the Council, will the transfer of such a small team incur costs for the council at a time when savings are essential?	This arrangement includes a management fee of £5,000 pa, however, in return WFDC is receiving additional services which outweigh the additional cost
The council are driving the HR shared service through at considerable pace yet other 'process' orientated services are being left alone, although aware payroll is now being looked at.	There will be a requirement to review all services to ensure that the most cost effective and efficient processes are in place. In addition this area was selected as there is a partial support service from the county council is already in place and because of the need to secure resilience when there is a high likelihood of ongoing work for the HR team over the coming period from down-sizing the council, and greater involvement more shared services etc..