

Bristol City Council

Notice

Issued under Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992

This notice informs you, the recognised trade unions, of proposed redundancies affecting the Council's workforce.

The intention of this notice is to start consultation with you on how we might mitigate as far as practically possible against the need to make compulsory redundancies.

The particulars we are required to state in this notice are as follows:

1. The reasons for the proposed redundancies

The reason is the requirement to balance the Council's budget through savings ranging between £37.5m and £87.6m worst case scenario resulting from several factors creating financial uncertainty for the Council, namely inflation in the UK, changes in local government funding and increasing demand on services. This will require a review of the staffing structure in some teams and a reduction in numbers of posts.

2. The numbers and descriptions of employees whom it is proposed to dismiss as redundant

At this stage it is estimated that around 300 part- and full-time employees could be dismissed on grounds of redundancy. Wherever possible we will use the deletion of funded vacancies as our primary route to making savings, although we can't rule out the need for redundancies. The descriptions of employees who may be redundant will be determined through consultation.

3. The total number of employees of that description employed at the establishment

As of 1 November 2022, the Council employed 6,415 individuals (excluding casuals and schools' staff).

4. The number of agency workers working temporarily for, and under the supervision and direction of the Council

As of 30 October 2022, there were 181 agency workers working for the Council.

5. The services in which the agency workers work

This information was provided separately on 9 November 2022.

6. The type of work that the agency workers carry out

This information was provided separately on 9 November 2022.

7. The proposed method of selecting the employees who may be dismissed

The Council's Managing Change Policy will be followed. Budget savings will be required in most services; therefore, most staff could be in scope. HR will support managers in identifying jobs and employees that will be affected and in actively engaging with trade union representatives. Deleting funded vacancies will be the primary route to making

savings but where appropriate, staff will be invited to express interest in taking voluntary severance. Where this is not appropriate, or where further reductions are required, staff and trade union representatives will be consulted on the selection criteria to be applied, as set out in the Council's Managing Change Policy. We are taking steps to reduce the impact of the budget savings on employees by having recruitment controls in place and prioritising the use of redeployment.

8. The proposed method of carrying out the dismissals, having due regard to any agreed procedure, and the proposed timing of them

The Council's Managing Change Policy will be followed. Where appropriate, staff will be invited to apply to take voluntary severance. Where this is not appropriate, the arrangements set out in the Council's Managing Change Policy will be applied as the basis for selection and dismissal. No vacancies will be advertised without active consideration of redeployment for employees at risk of redundancy.

9. The proposed method of calculating the amount of any contractual redundancy payments to be made to employees who may be dismissed

The Council's Managing Change Policy and existing terms and conditions of employment will apply.

We will be asking managers to brief their teams and communicate with those staff currently out of the workplace.

We welcome the opportunity to consult with trade unions on the proposals and how we approach this change process. We propose to re-introduce weekly consultation meetings (Wednesdays 2-3pm) between HR and trade union representatives.

Stephen Peacock
Chief Executive and Head of Paid Service
11 November 2022