

Shelforce Redesign Consultation 2013



Easy Read Summary



This leaflet is easy to read

How can I have my say?

You can tell us what you think by:

- writing to us
- coming to a meeting
- Be Heard – BCC consultation web site
- sending us an email

You can see the consultation documents for the Shelforce consultation at the website:

www.birminghambeheard.org.uk



What is this consultation about?

From 17th January 2013 Birmingham City Council is asking staff, carer's/family members and other stakeholders to tell us what they think about our idea for the proposed changes for how Shelforce looks in the future.

The Council needs to make changes so that Shelforce can make savings, and reduce the losses it makes,
This is currently £1.7 million a year.

So what does this mean for Shelforce?

This means that Shelforce has to find ways to:

- Reduces losses by employing less staff.
- Provide sustainable jobs.
- Maintain a supported environment for its employees including those who have disabilities.

During the consultation that took place last year some people felt that the option to reduce the staff to 41 would be the best for the future of Shelforce. More reductions in staff numbers are needed than this in the future to match the amount of business expected.

Costs have to be reduced to give Shelforce the best chance of being successful in the future.





The Council's proposal is:

- The workforce reduces to 20 people
- Staff who are not disabled and who are at risk of redundancy are to be registered with Priority Movers for a maximum of 3 months. Disabled staff who are at risk of redundancy are to be registered with Priority Movers for up to 6 months, depending on each person's circumstances. In special cases, this may be extended to more than 6 months.
- A Priority Mover will have the chance to apply for relevant job vacancies at the Council before they are advertised widely internally or externally.
- Disabled staff who are at risk of redundancy will be provided with a support package to ensure that their needs are taken into account and support provided when they are considering employment/training opportunities. This will be carried out by working with a number of internal departments and external organisations like Job Centre Plus.



- If employment cannot be found in Birmingham City Council during a person's time registered as a Priority Mover then they will be made redundant and will receive a redundancy payment unless they have refused offers of employment within the Council.

Staff Support

During this consultation, there will be support provided to staff involved with Shelforce.

This support will include:

- 1 to 1 Human Resources drop in sessions
- On-going access to the Work Choice Employment Support Team
- Support from Staffcare by telephone (0121 464 0999) or through a meeting.
- Access to In-source workshops with the potential for increased training credits being decided on an individual basis
- The opportunity to have applied for voluntary redundancy
- Access to internal employment opportunities
- 1 to 1 meetings with HR support to discuss all aspects of the redesign including Priority Movers, Voluntary Redundancy, Career Transition and sign posting to other support facilities
- 1 to1 Benefits advice sessions with Job Centre Plus





- CV/Interview and employability advice from In-source (In-source are the Council's internal outplacement support team)
- Financial advice from the Money Advisory Service
- Training and development opportunities via BCC
- The development of external employment opportunities through the Council
- Pension advice from the Local Government Pension Scheme
- Access to job vacancies within the BRIDGE programme



A task group has been created that is led by the Assistant Director for Investment, Enterprise & Employment. It includes these organisation: Remploy, Rehab Group (Ireland), Job Centre Plus, Advance Housing, Jericho Foundation, South Birmingham Metropolitan College, independent subject matter experts along with the following internal BCC departments: BRIDGE, In-Source , Organisation Design.

How can you take part in this consultation?

You can:

- **SEE THE CONSULTATION DOCUMENT** for the Shelforce consultation on the website at:
www.birminghambeheard.org.uk
- **WRITE TO US** with your views at:
**Forward 4 Work
FREEPOSTPlus
RRTS-XYXK-EELU**
- **COME TO THE MEETING** on
Monday May 13th, at 1.15 - 4.00pm
at
**Forward 4 Work,
Inkerman Street,
Nechells,
Birmingham B7 4SB**
- **SEND US AN EMAIL** with your views to
shelforce_consultation@birmingham.gov.uk

