

<b>Directorate</b>	<b>Reference</b>	<b>Savings proposal</b>		
Human Resources	HRS001 20+	Deletion of part-time vacancy. Amalgamation of two management posts, in Health and Safety and Occupational Health to be one management post.		
<b>Service area</b>	<b>Lead officer</b>			
Health & Safety and Occupational Health	Dawn Hewins			
<b>Theme</b>	<b>Savings type</b>			
Organisational Design/ Future Operating Model	Employee reductions/savings			
<b>Brief description of the service</b>				
The Health & Safety Team is part of the Human Resource team and exists to assist managers to monitor and manage H&S in their directorates to reduce the risk of injury to both workers and members of the public. The team ensures accidents are reported appropriately to the Health and Safety Executive (HSE) as this is a statutory requirement. The Occupational Health unit is responsible for ensuring the health and wellbeing of the workforce and providing professional advice and guidance in order to support those who may require adjustments to commence or remain in work				
<b>Budget information</b>		<b>Employee Information</b>		
<b>2019/20 budgets</b>	<b>£m</b>	<b>Planned employee numbers before new proposals</b>		<b>FTE</b>
Employees	6.054	2019/20		93.68
Other expenditure	2.190	2020/21		87.68
Income	(1.751)	2021/22		80.68
<b>Net budget</b>	<b>6.493</b>	2022/23		76.68
<b>Capital 2019/20 - 2023/24</b>	<b>0.000</b>			
<b>How does the service contribute to the Council's Plan and its priorities?</b>				
The Human Resources Service includes Health and Safety and Occupational Health, which are key enabling services and are imperative in supporting the delivery of all priorities for the directorates in helping them to deliver their objectives for the Council Plan, and by aiding with the health, safety and well-being of our employees.				
<b>Description of the savings proposal</b>				
Health and Safety and Occupational Health are two separate teams, previously managed by two managers. The manager (part-time) of Occupational Health has recently resigned and left Birmingham City Council in August creating a vacant management position. Whilst holding a large portfolio there are similarities and synergies in the work that the managers undertake. It is therefore proposed to amalgamate the management of these two teams under one manager. This would see the reduction of 0.5FTE at GR6, with an anticipated reoccurring saving of £0.035m.				
<b>Level of savings or income expected from the proposal</b>				
		<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
		<b>£m</b>	<b>£m</b>	<b>£m</b>
<b>Net savings</b>		<b>(0.035)</b>	<b>(0.035)</b>	<b>(0.035)</b>
Investment required (for Invest to Save proposals only)				
Use of Invest to Save Reserve (negative of the line above)				
Proposed repayment plan to Invest to Save Reserve				
<b>Net benefit to the Council</b>		<b>(0.035)</b>	<b>(0.035)</b>	<b>(0.035)</b>
<b>Identified risks and dependencies</b>				
There are minimal risks identified with the proposal as the manager has resigned, so it is therefore a vacancy. However, if the vacancy were to be filled, staff consultation would be required should the proposal be agreed, and an equality impact assessment would be required.				
<b>Workforce implications of the proposal</b>				
<b>Year</b>	<b>FTE</b>	<b>Headcount</b>	<b>How will staffing implications be managed?</b>	
2020/21	(0.50)	(1)	The proposal is to delete a vacancy created by the resignation of a part time Occupational Health Manager. Due to the synergies and similarities in the work of both the Health and Safety and Occupational Health Manager roles, these roles can be amalgamated, creating 1 manager to be the lead across both areas.	
2021/22	(0.50)	(1)		
2022/23	(0.50)	(1)		
2023/24	(0.50)	(1)		
<b>Equalities information</b>				
<b>Identified equality impact</b>	Not applicable as the manager of Occupational Health has resigned and the role is therefore a current vacancy.			