

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
16th July 2014**

REPORT AUTHOR: County Councillor Graham Brown, Portfolio Holder for HR

SUBJECT: Question from County Councillor Gary Price

Can the Portfolio Holder provide me with the numbers of staff per directorate that have either been reemployed on temporary / permanent contracts or via a zero hours contract that have just ceased employment with PCC via the recent voluntary severance scheme?

Up to 2nd June 2014 a total of 7 former employees have been identified as attached to the Trent system having finished through voluntary severance and subsequently returned to work for the Council in alternative roles. We are also aware there are a small number of former employees who are not included in these figures as they are still currently going through either an appointment process or are awaiting to be attached to the Trent system. All except 2 of the returning employees currently attached to the Trent system are returning on a zero hours contracts. The 2 employees who are not employed on zero hour contracts have returned to different posts which are on a lower salary and on part time hours. A breakdown is set out below;

Resources Directorate	- 0 employees
People Directorate	- 1 employee zero hours contract
Place Directorate	- 4 employees 2 zero hours contracts
Schools	- 0 employees
Change and	- 2 employees zero hours contracts
Governance Directorate	

The Council's Voluntary Severance policy does not provide any restrictions on former employees returning to work for the Council in alternative roles except for the 28 day restriction set out in the Modification Order. Any former employee who returns to work for the Council or takes up a suitable alternative post within 28 days with an employer cover within the Modification Order may not be eligible for a redundancy payment.

All former employees are eligible to apply in the normal manner for any posts that become available with the Council.

Detailed Breakdown

Current Position

Former Position

Care Assistant Arlais

Domiciliary Care Assistant

Contact Officer (Level 2)

Customer Services Senior Advisor

Contact Officer (Level 2)

Customer Services Senior Advisor

Relief Cleaner

Domiciliary Care Assistant

Mobile Cleaner

Economic Regeneration Assistant

Library Assistant

Planning Clerk

Cycling Proficiency Instructor

Senior Health & Safety Adviser