

The following represents a synopsis of SCC's proposed items for discussion between them and Southwest One/IBM during the Contract renegotiations.

Attrition rates/staff turnover – amendment or removal of contractual obligation on Southwest One to keep turnover below a limit

70/30 split of Seconded/Southwest One Direct Hire – amendment or removal of contractual obligation on Southwest One to keep this ratio

Ratio of casual/agency workers Hire – amendment or removal of contractual obligation on Southwest One to maintain this ratio at SCC values

Assured employment - amendment or removal of contractual obligation on Southwest One to provide this safeguard

Terms and Conditions - discussions with Southwest One about secondees operating to Southwest One's terms and conditions rather than the Council's.

Policies and Procedures - operating on Southwest One policies and protocols for the remaining 7 years of the contract.

Key Positions - Group Managers in HR and Finance who were seen as business partners for the Directorates. Without Key positions, Southwest One would have greater freedom in structuring HR and Finance

Day to Day Management - removal of contractual obligation/constraints on Southwest One in the way it manages Secondees

Recruitment - reducing the process from 2 stages down to 1 stage, thus increasing the flexibility, speed and reducing the cost of recruitment.

Location (outside the Staffing Agreement) - removal of contractual obligation on Southwest One to deliver services from within Taunton Deane. The Council will open discussions with Southwest One on removing this restriction, possibly to cover the whole of the UK.