



CTS – REVIEW OF TEAM RATIOS

Amicus representatives met recently with management to discuss the outcome of the Team Ratio review.

We were very disappointed to hear that management plan to reduce the number of Team Leaders at several CTS centres as per the following table:

SITE	CURRENT FTE – TEAM LEADERS	PLANNED FTE – TEAM LEADERS	REDUCTION IN FTE
Edinburgh	46.87	45	1.87
Leeds	45.64	39	6.64
Leicester	18.71	18	0.71
Newport	13.06	12	1.06
Southampton	23	22	1
TOTAL	147.28	136	11.28

Management are confident that this reduction in headcount can be managed through attrition and, as a result, they will not be opening a Voluntary Redundancy register at this stage, despite Amicus requests that they should do so.

These job losses are the outcome of a management review into the ideal ratio of team leaders to team members, which will also lead to an increase in the number of Team Leaders at some other CTS sites (there will be an increase in Team Leader headcount by 15.37 FTE at Hamilton, 5.49 at Hemel Hempstead and 1.31 at Swansea). Nevertheless, we are very surprised that management feel they can reduce the number of Team Leaders at some CTS sites as this is already such a busy role.

We need your feedback to make this case to management. Get in touch with your local JAOR Rep – contact phone numbers are listed below – and tell them what you think.

Edinburgh	Ben Alderson	7456 8078
Leeds	Charlie Creek	7006 6027
Leicester	Steph Evison	7683 4781
Newport	Claire Parker	07813 912530
Southampton	Andy Killworth	7216 2128
Hamilton	Billy McPike	7006 9591
Hemel Hempstead	Steph Shepherd	7240 5542
Swansea	Julia Kitson	7820 6513

Or you can call our Seconded Reps Helpline on 020 7253 9642 or 020 7336 8253.

Amicus reps can also advise members regarding their rights with regard to redundancy and redeployment.

If you're not yet a member – you can join on-line at www.amicustheunion.org.

Caroline Milton
Negotiating Officer

24 May 2006