

Report to Joint Consultative and Safety Committee

Subject: Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

Date: 15 May 2018

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1. Purpose of the Report

This is a standing information item highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but following consultation with trade unions. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

It is important to note that prior to the minor changes being implemented, trade unions will still need to be consulted locally. Should there be concern raised during this consultation about any proposal made, the matter would be taken out of this “shortened process” and placed before the Joint Consultative Committee for full consideration.

2. Summary of proposals

Since the last JCSC meeting there has been one minor staffing proposal that has been considered by Senior Leadership Team outside the full JCSC framework.

Leisure Services- Duty Manager Cover and Theatre staffing

Within Leisure Services two areas of change have been proposed. Firstly the transfer of two existing post holders from leisure centre posts of combined Duty Manager/ Fitness Development Officer into newly created Duty Manager posts. There is no detriment to existing staff. In essence the fitness development work is now being undertaken through different channels releasing capacity of the two post holders to provide dedicated management cover.

Separately, new posts have been created within the Bonington Theatre which will now have properly structured staffing directly employed by the Council rather than relying on support from external contractors. Posts of Theatre Duty Manager and Theatre Support Officer have been created and additional resource is also being put in to cover extra demand anticipated in respect to administrative and cleaning support.

3. Recommendation

The Committee is asked to note this report.