

Report to Joint Consultative and Safety Committee

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

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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.

2. Recommendation

The Committee is asked to note this report.

3. Background

Prior to the minor changes being implemented local trade unions are always be consulted. Should there be concern raised during this consultation about any proposal made the proposal would be taken out of this “shortened process” and placed before the Joint Consultative Committee for full consideration. All new posts have been job evaluated through formal arrangements.

4. Summary of proposals

Since the last JCSC meeting there have been two staffing proposals affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework. These are:

4.1 Leisure Services- review of management arrangements at Carlton Forum and Arnold Leisure Centre

In this structural review two vacant Assistant Manager posts (LAR20C and LCF20A) were deleted in order to bring the management structure of the centre into line with other centres that have already been reviewed. In place of these posts two new Duty Manager posts were created (LAR30A and LCF30B) with one of these posts being directly filled by an internal candidate who had been in a temporary post for an extended period.

4.2 Parks and Street Care- review of weekend working

Previous arrangements for weekend working have been amended to establish normal pattern of weekend working rather than treating the arrangement as an overtime claim. This model has been employed in Leisure Services for many years. One post holder was affected by the proposals but, by agreement, changed job role and patterns of work. Other new vacant posts have been externally advertised.