

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: 8 June 2021

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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 Administration Team- Environment

A minor review has been undertaken within the team that resulted in the deletion of the post of Business Support Assistant (DBS18). Although this did result in the redundancy of the post holder, this proposal was supported by the post holder. The reduction in Establishment contributes towards the required efficiency savings.

4.2 Parks and Street Care- creation of a new post

The service has created a new post of Tree Officer (DPS22).

The post will work within this service advising on the need for maintenance and tree management and also with other services such as Development Management to support issues involving tree preservation orders.