

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: 31 August 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 proposal affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework;

Lead officers

Since the implementation of the “phase 2” senior management arrangements a number of “lead officers” have been undertaking enhanced roles and paid an honorarium to recognise these additional duties and responsibilities. A report was approved to formalise these arrangements with the post holders being placed (following appropriate process) into more senior roles to the level at which the honoraria had been previously been paid. The functional areas were Finance, Revenues, Welfare Support, Environmental Health and Community Protection.

Communications

A new post has been established in the Communications team; a Marketing and Communications Officer at Band 7. The job is designed to support commercial activity within the council and in particular that associated with our leisure centres and the income generating functions within our waste collection services.