

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: 30 August 2022

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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 and Safety Committee for full consideration. All new posts have been job evaluated through formal arrangements.

4. Summary of proposals

Since the last JCSC meeting there has been one staffing proposal affecting the permanent Establishment that has been considered by Senior Leadership Team outside the full JCSC framework;

Leisure Services (Arnold Leisure Centre)

The implemented proposals were to create:

- One new permanent band 2 centre attendant post to deliver essential lifeguarding to support the delivery of swimming lessons
- Three new part time band 4 leisure attendant posts to deliver additional capacity on the swimming lesson programme and provide small levels of lifeguard duties across the week.

The creation of the posts reflect the continued growing demand for delivered swimming lessons. This presents both social benefits and benefit in respect to financial income for the Council.