

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: 6 June 2023

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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 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 and at the time of papers being written there have been four staffing proposals affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework;

4.1 Development Management

The jobs within the team have been reviewed and enriched in order to better reflect the demands made on the planning team. A new post of Development Manager (Band 12) has been created and the Principal Planner and Planner posts have been redesigned which has created new posts with the same job title but graded more highly (Band 11 and 9 respectively). Although there were post holders in place that were affected by the proposals, there were sufficient posts available within the new structure to allow placement of all employees who could otherwise have been displaced. An appropriate selection process was applied and no redundancies occurred.

4.2 PASC- Commercial Tree Team

The commercial arboricultural service has now been withdrawn and the tree team associated with the work has been disbanded. There was only one employee directly affected by the proposals and that employee was successfully redeployed into a new post within the PASC service at the same pay grade undertaking work of a similar kind

including the support of the in-house tree team that works on properties managed by the Council.

4.3 Legal Services

The report proposed the increase in hours to the post of Senior Legal Officer - Litigation and Licensing (a temporary increase with the support of the post holder had been in place for some time already) and the creation of an additional Legal Officer (Planning, Property and Contracts) to help support the income generation for the team.

There were no proposals to delete any occupied posts.

4.4 Information and Communication Technology (ICT) Team

Within the team, the posts of ICT Technical Officer and ICT Technical Assistant have been reviewed and enriched in order to better reflect the demands made on the team. New posts with the same job title but graded more highly (Band 8 and 5 respectively) have been created. Although there were post holders in place that were affected by the proposals there were sufficient posts available within the new structure to allow placement of all employees who could otherwise have been displaced. An appropriate selection process was applied and no redundancies occurred.