

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: 29 August 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 two staffing proposals affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework;

4.1 Waste Services

There has been a minor structural change that has, in effect, upgraded a post of Light Goods Vehicle Driver from Band 3 to Band 5 in response to additional duties and responsibilities being applied to the post including the use of in-cab technology to improve efficiency of operation.

4.2 Legal Services

Following several unsuccessful attempts to recruit into existing posts in the Legal Team the structure has been revised to reintroduce a Legal Trainee and to amend existing posts to be career-graded. The intention is to be able to better retain our existing staff and also to provide opportunity to recruit at a lower pay level and then to “grow our own”.