

Report to Joint Consultative and Safety Committee

Subject: Minor changes to Establishment agreed by Chair and trade unions outside formal full JCSC process.

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1. Purpose of the Report

This is an information item highlighting to the Committee, any minor changes to Establishment agreed by Chair and trade unions outside formal full JCSC process. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

It is important to note that prior to the minor changes being implemented, trade unions will still need to be consulted locally. Should there ever be concerns raised during this consultation about any proposal made, the matter would be taken out of this “shortened process” and placed before the Joint Consultative Committee for full consideration.

2. Summary of case

The following is a summary of the case that has been considered appropriate for management outside the full JCSC process:

Parks and Street Care

Senior Leadership Team propose to return a Band 7 “assistant manager” post to the PaSC structure and to make minor job description changes to existing supervisor posts that do not have impact on job grade.

In essence the proposal is to create a revised Band 7 post with an emphasis on business development and support within the team. Although a post of the same grade had been deleted from the establishment about a year ago, due to the changing methods of service delivery with a much more commercial and entrepreneurial emphasis, it has now become necessary to reintroduce senior support within the team.

The proposals are being funded by the deletion a number of vacant posts in the current structure none of which are occupied together with the reduction in hours in one of the inspection posts due to the voluntary phased retirement of a post holder.

The reduction in posts is possible with the rescheduling of routine grounds maintenance works at reduced frequencies.

The Chief Executive will have delegated powers to authorise the staffing changes proposed.

Trade unions are supportive of this proposal and there are no adverse effects to employees contained in the staffing report.

3. Recommendation

The Committee is asked to note this report.