

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: 27 August 2024

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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 Workforce

There has been a minor structural change affecting two occupied posts which has led to the merging of the customer insight and performance management functions with the deletion of posts equating to 44.5 hours and the introduction of a single full-time (37 hours) post of Performance and Insight Manager. This measure reduces long-term costs within the team and maximises the synergy between the functions. Existing officers were either redeployed or exited the organisation through voluntary redundancy. Other minor changes included the returning of the Assistant Director for Workforce post back to full-time hours and the splitting of the Assistant Organisational Development Officer post into two separate contracts to support potential future structural changes that might move the Performance and Insight function away from the HR Team.

4.2 Environment

Following consultation, a report was approved by the Chief Executive that deleted three vacant posts within PASC including a supervisor post, a skilled team worker post and the Operations Manager post. The major change in terms of the creation of posts was the establishment of a new post of PASC Manager which has subsequently been used as a redeployment opportunity following the senior management review recently completed.