

## 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:** 26<sup>th</sup> November 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 three staffing proposals affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework;

### 5. Public Protection

In September a staffing proposal was approved which makes the current Temporary Environmental Health Technical Officer post a permanent role at the council. Work has now been completed with approval from the Chief Executive as the Head of Paid Service to make post EEF02/T a permanent position on the establishment.

### 6. Leisure

Following approval for alteration to the established posts at The Bonington Theatre in October, the Chief Executive has approved implementation of a final structure under his delegated powers. The new Theatre Operations Manager has been

recruited using the ring-fenced process described in the report to mitigate redundancy, and a further three new posts established will be advertised externally.

SLT have given permission for two new temporary posts to be created as part of the Leisure Transformation Programme, the Chief Executive has given approval under delegated powers to add these to the current establishment. Short listing is currently underway for the Leisure Transformation Programme Manager following external advertising, with the Leisure Transformation Business Analyst role on hold for the moment.