

## **Report to Joint Consultative and Safety Committee**

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

**Date:** 27 August 2013

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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:

#### **Leisure and Culture**

Senior Leadership Team propose to implement a change to the way that we manage the Bonington Theatre in Arnold.

In essence the proposal is to create new posts of full-time Theatre Manager and part-time Theatre Technician. The manager role is entirely new and the technician role was previously undertaken by a contractor who has now retired.

The proposals are being funded by the deletion a number of vacant posts in the current structure including the Operations Manager at Arnold Leisure Centre as well as a part-time Maintenance Operative at Carlton Forum. The two General Managers will pick up the senior management role at the centre in the short to medium term although it is possible that there may be further structural changes in the future.

No posts proposed for deletion are currently occupied. The Chief Executive will have delegated powers to authorise the staffing changes proposed. The re-opening of the theatre is planned to be around the end of September.

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

### **3. Recommendation**

The Committee is asked to note this report.