

Report to Joint Consultative and Safety Committee

Subject: Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

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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.

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 proposals

There have been two minor staffing proposals that have been considered by Senior Leadership Team outside the full JCSC framework. These reports were fully supported by trade unions.

Proposal 1; Finance (accountancy Services):

This proposal introduced a “business partnering” approach to the support that the Accountancy Team provides to the organisation. In essence this means a movement towards a closer working with departments in order to assist in service planning and delivery decisions. The report also included the deletion of a number of posts (mostly vacant) and the creation of a smaller number of more highly-graded (qualified) posts in order to effectively support the organisation. The proposal was cost neutral. The implementation was successfully implemented with all post holders affected by the proposal being placed into new posts.

Proposal 2; Revenues:

The self-financing proposal moved resource from Benefits to Revenues and improved the balance of support within teams from claim assessment to greater managerial and supervisory input in both areas.

There were a number of reasons for these changes including the need to:

- Respond to legislative change
- Manage a decline in staff resource due to Benefits caseload reduction
- Improve efficiency and performance monitoring in sundry debtors
- Provide greater contingency for recovery matters through the Magistrates Court.

Again, in this review no current post holders were adversely affected in terms of their employment.

3. Recommendation

The Committee is asked to note this report.