

 Employment Committee 16th September 2008		Agenda Item No.
Title	Organisational change – recommendations from Members Trades Union Joint Consultative and Safety Panel	
For further information about this report please contact	Karen Pearce 01926 456307	
Service Area	Organisational Development and Performance Improvement	
Wards of the District directly affected	none	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006	no	
Date and meeting when issue was last considered and relevant minute number	Executive 18 th September 2007 MTUJP – 28 TH Nov 2007; 8 th Jan 2008; 18 th July 2008	
Background Papers		

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (If yes include reference number)	No

Officer/Councillor Approval		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
Officer Approval	Date	Name
Relevant Director		
Chief Executive	02/09/08	Chris Elliott
CMT		
Section 151 Officer	02/09/08	Mary Hawkins
Legal	03/09/08	Simon Best
Finance	03/09/08	Mike Snow
Portfolio Holder(s)	02/09/08	Mike Doody
Consultation Undertaken		
Please insert details of any consultation undertaken with regard to this report Bernard Kirton, Tony Foster as joint chairs of MTUJP Graham Leach Members Services		
Final Decision?	No	
Suggested next steps (if not final decision please set out below)		
The recommendation proposes a change to the Offer Employment Rules in the Constitution and would need the approval of Council.		

1. SUMMARY

- 1.1 The Members Trades Union Joint Consultative and Safety Panel have scrutinised the process of redeployment for staff affected by the Building on Excellence change proposals that were agreed by the Executive in September 2007. As a result the Panel have made a number of recommendations to be taken into account in future change programmes and have also suggested a change to the Officer Employment Procedure Rule 4(b) which concerns the decision as to which senior roles are Member appointments

2. RECOMMENDATIONS

- 2.1 That the Employment Committee note the involvement of the Members Trades Union Joint Consultative and Safety Panel in reviewing the redeployment process and note the recommendations made by the panel as reproduced in the background to this report
- 2.2 As recommended by the Panel the Employment Committee consider recommending to Council the amendment to Officer Employment Procedure Rule 4(b) to read "In accordance with the delegated powers the Chief Executive, in consultation with the Joint Chairs of the Members/Trades Unions Joint Consultation and Safety Panel, decides which senior posts will be appointed by the Employment Committee or have member involvement in the appointment process".

3. REASONS FOR THE RECOMMENDATIONS

- 3.1 The recommendations have come from the Members Trades Union Panel

4. ALTERNATIVE OPTION CONSIDERED

- 4.1 The Employment Committee can decide to amend the recommendation from the Panel to Council or can decide not to change the current Officer Employment Procedure rule.
- 4.2 Other options the Employment Committee could consider include:
1. Making all Heads of Service posts Member appointments
 2. Changing the constitution to allow a sub group of the employment panel to recruit so that a smaller number of members are involved
 3. Including the relevant Portfolio Holder on the recruitment panel as a matter of course

5. BUDGETARY FRAMEWORK

- 5.1 There are no budgetary implications in this report as it deals with matters of policy although inevitably Member Appointments are slightly more expensive as they usually involve an evening meal for candidates; overnight accommodation and hiring a room and refreshments for the member panel.

6. POLICY FRAMEWORK

- 6.1 The Officer Employment Procedure Rules are part of the Council's constitution and there fore any changes would need to be agreed by the full council

7. BACKGROUND

- 7.1 The Panel considered reports relating to the redeployment process in December 2007; January 2008 and July 2008 as a result of concerns about the capacity of the managers concerned to successfully support the process and the people affected by it.
- 7.2 Those concerns have been address through the following resolutions of the Panel which puts in place a mechanism to ensure that the necessary resources are in place before a

change programme is undertaken and that the Panel has an early and involved role in any such change.

7.3 The resolutions of the panel were:-

7.3.1 in future redeployment programmes more time is put into planning the process for managing the outcomes of change during the consultation phase so that an agreed timetable and process is available once a decision to change is reached;

7.3.2 before a change programme is undertaken sufficient resources be identified to manage the programme and ensure that processes are followed and communicated effectively to all relevant parties;

7.3.3 the proposed approach for using programme management within the Council would take account of both these factors and ensure that any new changes are managed in a more robust way;

7.3.4 in future change programmes the Members/Trades Unions Joint Consultation and Safety Panel be involved at all stages to enable them to monitor the progress of the proposals and ensure that they are being progressed in accordance with the agreed process

7.4 The recommendation to change the Officer Employment Procedure rule introduces a consultation between the Chief Executive and the joint chairs of the Member Trade Union Panel before decisions are made on which senior posts would be member appointments. The present rule makes this a delegated decision for the Chief Executive. Other rules within the Procedure determine that if members are involved in officer appointments then the whole of the Employment Committee would be the recruiting panel. There is no procedure for fewer Members to be involved. Members are automatically involved in the appointment of the three statutory officers (Chief Executive; S151 Finance Officer and Monitoring Officer) and have always been the appointers of Strategic Directors so the area of discretion is around the Heads of Service posts.

7.5 At present all the Heads of Service posts are filled, so this would be a suitable time to agree which ones should be Member appointments thereby avoiding the necessity to make individual decisions each time a vacancy arises.