

Title: Amendments to Organisational Change Policies
Lead Officer: Tracy Dolphin/Sue Firminger
Portfolio Holder: Councillor Tracey
Wards of the District directly affected: All

Summary

This report recommends amendments to the organisational policies and sets out proposals to support clarity and consistency in relation to staffing matters.

Recommendation(s)

It is recommended that the Committee:

- (1) Approves the amendments to the Organisational Change Statement, Redeployment Policy and Procedure and Redundancy Policy and Procedure as a combined Redundancy & Redeployment Policy with effect from 30th November 2022 see Appendix 1 ((Summary of changes to amendments to joint policies) and Appendix 2 (Redundancy & Redeployment Policy).
-

1 Background/Information

Following the cessation of the merger process with SDC the joint organisational policies agreed at Employment Committee in April 2021 and amended in April 2022 to remove reference to SDC, have been reviewed further. This is to ensure they provide clarity and transparency when proceeding with a redeployment or redundancy within the Council.

- 1.1 This has been achieved through feedback, reflections and learning points from the process used prior and throughout the integration work. Full details of the amendments are highlighted in Appendix 1.
- 1.2 Supporting information will be aligned to these policies including procedures for managers; staff consultation timeline; business case proposals; health and well-being support; learning and development for skills enhancement where required and frequently asked questions.

2 Alternative Options available to Employment Committee

- 2.1 Should the Employment Committee choose not to approve these amendments would result in retaining current working practices which were agreed when working with SDC. Feedback from Unison and staff support the proposed changes.
- 2.2 Engagement with the Senior Leadership Team Unison, JCF and MTU has taken place prior to the proposals being presented to Employment Committee.

3 Implications of the proposal

3.1 Legal/Human Rights Implications

3.1.1 There are no implications arising at this stage.

3.2 Financial

3.2.1 There are no implications arising at this stage.

3.3 Council Plan

The Council Plan has an external and internal focus as follows:

| External | Internal |
|--|--|
| People – Health, Homes, Communities. | Effective Staff. |
| Services – Green, Clean, Safe. | Maintain or Improve Services |
| Money – Infrastructure, Enterprise, Employment. | Firm Financial Footing over the Longer Term |

3.3.1 The proposal will assist the Council to better achieve these outcomes by providing effective people policies.

3.4 Environmental/Climate Change Implications

3.4.1 No implication.

3.5 Analysis of the effects on Equality

3.5.1 There is no requirement to carry out an impact assessment because of these proposals.

3.6 Data Protection

3.6.1 There are no implications at this stage.

3.7 Health and Wellbeing

3.7.1 The proposals aim to recognise the emotional impact of these difficult situations to ensure that our policies support the health and well-being of our staff.

4 Risk Assessment

4.1 The risks associated with these proposals are to ensure that there is clarity and an effective process in place to support staff.

5 Conclusion/Reasons for the Recommendation

5.1 In adopting these proposals provides the Council with a fair and consistent basis to be applied to future staff changes.

Report Information Sheet

Please complete and submit to Democratic Services with report

| | | |
|---|---|----------------|
| Committee / Date | 29 th November | |
| Title of report | Amendments to Organisational Change policies | |
| Officer / Councillor Approval *required | Date | Name |
| Ward Members(s) | | |
| Portfolio Holder | | Jody Tracey |
| Financial Services * | | |
| Legal Services (*SDC) | | |
| Other Services | | |
| Chief Executive(s) | 28.10.22 | Chris Elliott |
| Head of Services(s)* | | |
| Section 151 Officer | 28.10.22 | Andrew Rollins |
| Monitoring Officer | 28.10.22 | Andrew Jones |
| CMT (WDC) | | |
| Leadership Co-ordination Group (WDC) | | |
| Other organisations | October 2022 | Unison |
| Final decision by this Committee or rec to another Cttee / Council? | Yes/No Recommendation to: Cabinet / Council Employment Committee | |
| Contrary to Policy / Budget framework? | No/Yes | |
| Does this report contain exempt info/Confidential? If so, which paragraph(s)? | No/Yes, Paragraphs: | |
| Does this report relate to a key decision (referred to in the Cabinet Forward Plan)? | No/Yes, Forward Plan item – scheduled for (date) | |
| Accessibility Checked? | Yes/No | |