



# Joint Organisational Change Policy Statement

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## **1.0 INTRODUCTION**

- 1.1 The strategic vision of Stratford on Avon and Warwick District Councils (“the Councils”) is to ensure on-going efficiency and value for money by joining up of services where possible.
- 1.2 This will be achieved by merging the organisations to improve effectiveness as well as efficiency in order to maintain or improve public service.
- 1.3 The Councils need to remain flexible and responsive to changing national and local priorities and consider stakeholder needs. They must also make the most efficient use of all resources and organisational change will be required to achieve these aims.
- 1.4 The Councils will seek to minimise the negative effects of any organisational change through the application of fair and equitable procedures that include re-structuring, redeployment and redundancy.
- 1.5 This policy document outlines the agreed framework under which joint working will be undertaken, and should be read alongside the Joint Redundancy and Redeployment Procedures.

## **2.0 SCOPE**

- 2.1 This policy applies to all employees at the Councils.
- 2.2 This policy does not apply to agency workers or consultants or self-employed contractors. This policy will not apply to other third party or partner organisations where employees are not employed directly by the Councils.
- 2.3 This policy does not form part of any contract of employment and may be updated from time to time.

## **3.0 PRINCIPLES**

- 3.1 The Councils are committed to the principle of working in partnership with employees and trade unions in managing organisational change and will seek to achieve changes through appropriate involvement and consultation. Any final decisions will however remain with the Councils.
- 3.2 The Councils will ensure compliance with all related aspects of employment law and will also offer all reasonable support in circumstances such as where jobs change, through the provision of training, in redundancy situations through the provision of robust redeployment processes and active management.
- 3.3 The Councils are fully committed to equal opportunities in employment and oppose any form of unlawful discrimination on grounds of the nine protected characteristics set out in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation).
- 3.4 It is recognised and understood that organisational change may have a significant impact on employees and may involve periods of uncertainty. The Council is committed to supporting employees through periods of change and to minimising any negative impact.

## **4.0 APPROACH TO JOINT TEAMS**

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- 4.1 Where a joint team is to be set up, a 'lead employer' will be agreed by the Chief Executives of the Councils, all staff within scope for the joint team, who are not employed by the lead employer will transfer to the employment of the lead employer under the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE regulations").
  - 4.2 Once the lead employer has been agreed the process followed will be in accordance with the TUPE regulations and then, if necessary, the Joint Redundancy and Redeployment Procedures.

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