

## REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 5 July 2013)

### 1. A REVIEW OF ORGANISATIONAL CHANGE POLICIES AND PROCEDURES (REPORT A) (MINUTE NO. 6)

The Committee has reviewed the Council's current organisational change policies which will help to support the Medium Term Financial Strategy and the Efficiency and Savings plan. The changes to these policies will take effect on 1<sup>st</sup> August 2013.

The key changes proposed are as follows:

- Staff will need to have 2 years' continuous service before they are entitled to be placed on the Redeployment Register (previously 1 year)
- A reduction of the Redundancy Compensation Scheme to x1.5 (previously x2) of statutory redundancy (continuing to be based on actual weekly pay) to a maximum of 45 weeks.

The Committee has considered a number of other matters, including: -

- The vacancy management procedure
- Policies where employee numbers exceed requirements
- The selection of employees for posts in a revised/new organisational structure
- The redeployment procedure

The Industrial Relations Committee (IRC) considered the proposals on 6 June and they supported the proposals. There was a full discussion at IRC on concerns expressed by the employees' side.

The General Purposes & Licensing Committee considered the concerns of employees' side on some of the proposals and the employers' side responses to these concerns. The Committee considers that adopting flexible organisational structures that are responsive to changing needs will be advantageous to the Council and its employees.

The Committee while mindful of the employees' side's arguments, supports the employer's side's proposals.

#### **RECOMMENDED:**

***That the proposed changes to the Council's organisational change policies, as detailed in sections 7 & 8 of Report A to the Committee, be agreed and implemented from 1<sup>st</sup> August 2013.***

**Cllr W H DOW  
VICE-CHAIRMAN**