

<b>Title of Report: Update on the structure and harmonisation process for the new Council</b>	<b>Officer Presenting: Lead Human Resources Officer</b>  <b>Author: Lead Human Resources Officer</b>
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## **1 Purpose of Report/Recommendations**

- 1.1 The purpose of the report is to update Members on the complex process of the restructuring of the new council and progress achieved to date in terms of the harmonisation of terms and conditions of employment for employees.
- 1.2 It is recommended that Members note the report and support the process outlined to complete the harmonisation process.

## **2 Background**

- 2.1 A total of 870 wte employees transferred to the new Council in April 2015. This included the former legacy Council employees as well as the DOE employees from the Planning Service and the Ilex staff.
- 2.2 In line with TUPE legislation all employees transferred on their legacy terms and conditions of employment. While there is no legislative requirement to change terms and conditions of employment, in the interests of employee relations we have worked with the Trade Unions to progress harmonisation as part of the restructuring process.

## **3 Key Issues**

- 3.1 Since April 2015 the Council has been undergoing a significant restructuring process. At this stage the structures are well established across the organisation. There are three main Directorates; Business and Culture, Health and Community and Environment and Regeneration. These Directorates are supported by Strategic Support Units including, Finance, Assurance, Legal, Democratic Services and Improvement and Human Resources.

- 3.2 The Council currently employs 866 wte employees. This includes a number of new posts which have been created as a result of funding opportunities. As part of the restructuring process, the new Council has significantly reduced its reliance on agency workers.
- 3.3 As part of the restructuring process, Council considered voluntary severance requests in line with the RPA Scheme for those employees who expressed an interest. To date, subject to approval of 7 further voluntary severance requests in advance of 31<sup>st</sup> March 2019, voluntary severance will have been approved for 56 employees resulting in recurrent savings to the new Council of £2,081,239 as part of an overall cumulative efficiency total for the new Council of £3.108m. These savings have been captured as part of the annual rates process and have enabled the Council to invest in areas of growth and new initiatives such as festivals and events and Council's ambitious capital plan.
- 3.4 The agreed senior management structure for the new Council included a reduction in the number of posts at Chief Executive and Chief Officer level. This resulted in an overall saving of £355,000 representing a 22% saving on the existing senior management team cost.
- 3.5 Significant process has been achieved in terms of the harmonisation of terms and conditions of employment. This has involved working closely with the trade unions to achieve harmonisation on a number of issues including terms and conditions and key HR policies and procedures.
- 3.6 The key areas to be completed include Tier 2 Leisure facilities, Visitor and Museum services and Environment services. Consultation and negotiations with the trade unions is currently ongoing and it is anticipated that these reviews should be complete early in the new financial year.

#### **4 Financial, Equality, Legal, HR, Improvement and other Implications**

- 4.1 The financial implications associated with progressing the remaining harmonisation issues have been incorporated as part of the rates estimates process.

#### **5 Recommendations**

- 5.1 It is recommended that Members note the report and support the process as outlined to complete the harmonisation process.