

General Purposes Committee

AGENDA STATUS: PUBLIC

Report Title	RESTRUCTURE POLICY
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Date of Meeting:	9 September 2008
Directorate:	People, Planning and Regeneration
Ward(s)	ALL

1. Summary

1.1 This report introduces a new corporate Restructure Policy.

2. Recommendations

2.1 The Committee are asked to approve the Restructure Policy attached at Appendix A, to come into effect immediately.

3. Report Background

3.1 The Restructure Policy has been produced to provide clear guidance for the procedures to be followed during reorganisations/restructures. At present NBC does not have a corporate approach to the employment aspects of managing change, which could leave the Council open to challenge.

3.2 This Policy has been produced drawing on existing NBC documentation, supplemented by best practice procedures adopted by other Local Authorities. The Policy has been produced in conjunction with NBC's HR and Legal staff as well as the Director of Finance. The Policy was approved by Management Board on 5 August 2008

3.3 The Policy has been through full consultation with the local and regional Trade Union representatives via a series of formal and informal meetings, culminating in the final views of the TU side being tabled at MTUCM on 22 July 2008. A number of changes have been made to the Policy as a result of consultation and Version 8 attached is the final draft. There remain two areas on which management and the Trade Unions have been unable to agree (sections 2 and 18). Section 18 relates to the already agreed corporate practice in relation to pay protection (as contained within the Council's Redundancy Selection Policy) and section 2 provides senior management with the flexibility to adopt a different approach to managing organisational restructures in exceptional circumstances. Management propose issuing the Restructure Policy as is stands in the final draft version attached.

4. Implications (including financial implications)

4.1 Resources and Risk

The Policy removes the potential for inconsistency and inequality when implementing organisational change.

The Policy standardises the procedure for redeployment, which at present is inconsistent, potentially inequitable and costly.

4.2 Legal

The Policy, applied correctly and in conjunction with NBC's Early Retirement/Severance Scheme, aims to minimise employment related risks, (e.g. Tribunal claims).

4.3 Other Implications

This Policy has been produced to explicitly promote equality of treatment for staff whose jobs are affected by reorganisations/restructures.

5. Background Papers

- 5.1 Draft Restructure Policy September 2008 (attached at Appendix A)
 - NBC's Early Retirement/Severance Scheme
 - NBC's Redundancy Selection Policy
 - NBC's Consultation Agreement (Reorganisation/Restructuring)

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