

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	13.
Date:	11th December 2013	Category	*
Subject:	Policy and Procedures for Organisational Review	Status	Open
Report by:	Senior Human Resources Adviser		
Other Officers involved:	Joint Assistant Director - Human Resources		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E Watts, Leader of the Council		

RELEVANT CORPORATE AIMS

STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation.

TARGETS

No direct connection to specific targets but may contribute indirectly to all service plans and targets

VALUE FOR MONEY

Will provide a framework for facilitating organisational review, which is a vital part of the efficiency programme.

THE REPORT

For some years North East Derbyshire District Council has had a policy for use in organisational reviews and recently this was redrafted and updated to reflect recent experience. However, because Bolsover District Council do not have a similar policy, and in line with current thinking about moves to harmonise policies wherever possible, it is proposed to forward the same draft policy to UECC in December and JCG in January for consideration.

A draft of the revised document was circulated to Strategic Alliance Management Team and Joint Assistant Directors towards the end of August, and amendments

have been made to the document. Subsequently a discussion took place with a joint group of trade union representatives, and their views were also taken into account, resulting in the attached document.

ISSUES FOR CONSIDERATION

That the Draft Policy and Procedures for Organisational Review be recommended to Council for approval

IMPLICATIONS

Financial : None arising directly from the report.
Legal : Legal obligations have been taken into consideration in the production of the draft policy.
Human Resources : The policy has been drafted to take account of HR experiences in recent departmental reviews, as well as good practice and legal precedent.

RECOMMENDATION that

UECC approve the attached draft policy so that it can be submitted to Council in January for adoption.

ATTACHMENT: **Y: draft policy**
FILE REFERENCE: ***BDC Policies and Procedures***
SOURCE DOCUMENT: ***NEDDC original draft***