

Policy

Organisational Change

Policy Statement

The Council recognises its duty to deliver public services in the most cost effective way possible and the need to remain flexible in the way service delivery is organised.

Where this leads to the need to make changes to the organisational structure and/or changes to employees' terms and conditions of employment, the Council is committed to managing those organisational changes by adhering to the Principles set out below and the Council's ICARE values and behaviours.

Scope

This policy applies to all Council employees except:

- Those employed in schools
- Those employed under the JNC (Joint National Council) for Chief Executives and the JNC for Chief Officers Conditions of Service (Note: In the absence of corresponding provisions in those JNC Conditions of Service, the provisions within this policy may be applied in whole or in part)

Principles

The principles which underpin the Council's approach are:

- A commitment to managing organisational changes (i.e. changes to organisational structure and/or changes to employees' terms and conditions of employment) in a fair, consistent and transparent manner while communicating in an open and honest way.
- A commitment that ensures every effort is made to minimise the number of compulsory redundancies.
- A commitment to ensure that the Council's duty to comply with the Equality Act 2010 is considered and met fully to ensure that no employee with a protected characteristic is placed at a disadvantage because of that characteristic.

Resources

Access to further resources are found here:

Organisational Change Procedure (insert link)

Organisational Change Toolkit (insert link)

Effective date	Review date	Owner	Approved by
		HR&OD	