

**Report for:** General Purposes Committee

**Item number:** 10

**Title:** Organisational Change Policy - Amendment  
**Report**

**authorised by:** Dan Paul, Chief People Officer

**Lead Officer:** Dan Paul, Chief People Officer

**Ward(s) affected:** N/A

**Report for Key/  
Non Key Decision:** Non Key

**1. Describe the issue under consideration**

This report recommends a change to the wording of section 8.2 of the Organisational Change Policy – Redeployment.

**2. Cabinet Member Introduction**

Not required for the General Purposes Committee.

**3. Recommendations**

3.1 That the Committee approve the following change in Section 8.2 of the Organisational Change Policy:

Current wording:

*A vacancy will only be considered a suitable alternative post if it is either at the same grade, at one grade up, or one grade down, from the redeployee's substantive grade.*

New proposed wording:

*A vacancy will only be considered a suitable alternative post if it is either at the same grade, at up to three grades up (two in the case of those on Senior Manager terms and conditions of Employment), or one grade down from the redeployee's substantive grade.*

**4. Reason for decision**

4.1 To ensure that the Council has a redeployment policy that supports the Council's objectives and ensures that displaced employees are redeployed wherever possible.

**5. Background**

- 5.1 Haringey Council always tries to minimise redundancies, as is our legal duty. An effective organisational change policy, including redeployment, is one of the ways in which this is done.
- 5.2 It is considered beneficial to widen the grade band at which redeployment is likely to be appropriate, from the current three grades (one up and one down) to five grades (three up and one down) in order to maximise redeployment opportunities and minimise redundancies.
- 5.3 This will be two grades up and one down for senior managers, as the grade bands are much wider than for National Joint Council (NJC) employees.
- 5.4 Redeployment is not based solely on grade. There are a number of considerations, including:
- The similarity of the vacancy to the current job
  - The redeployees skills, abilities and personal circumstances
  - The total pay and benefits of the job (pay protection is in place for 18 months if the job is at a lower grade to the substantive job)
  - The hours and location of the job (this may include hybrid working location).
- 5.5 The Organisational Change policy contains a full and comprehensive section on redeployment.
- 5.6 Trade Unions have been consulted and agree with the recommendations in this report.

## **6. Alternative options considered**

- 6.1 The alternative would be to make no change, which has been discounted as the the benefits of making the change would not be realised.

## **7. Contribution to strategic outcomes**

- 7.1 A policy which facilitates redeployment of displaced employees wherever possible ensures that the Council retains experienced staff which will assist in delivering strategic outcomes.

## **8. Carbon and Climate Change Impact**

None

## **9. Statutory Officers' comments (Chief Finance Officer (including procurement), Head of Legal and Governance, Equalities)**

### **9.1 Head of Legal & Governance Comments**

The terms of reference of General Purposes Committee includes the approval of all human resources policies.

The recommendation sought to amend the Organisational Change Policy to vary the parameter of what is considered to be a suitable reasonable offer of employment in a redeployment situation engages the Council's powers under S112 Local Government Act 1972 to determine the terms and conditions of employment of its staff.

The recommendation at 3.1 falls within the Committee's remit.

## **9.2 Chief Finance Officer Comments**

As set out in 5.2 above the proposed widening of the grade band increases redeployment opportunities and minimises the likelihood of redundancy and its associated costs. Reducing the potential financial cost of making organisational changes is welcome given the ongoing financial challenges facing the Council.

## **9.3 Equalities Comments**

The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.

Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;

Foster good relations between people who share a relevant protected characteristic and people who do not share it;

A "relevant protected characteristic" is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The updated Organisational Change policy will apply to all employees and therefore has a neutral impact.

## **10 Use of Appendices**

None

## **11 Local Government (Access to Information) Act 1985**

Not Applicable