

**EMPLOYMENT COMMITTEE: 1 FEBRUARY 2018****ORGANISATIONAL CHANGE POLICY AND PROCEDURE**  
**SUMMARY OF ACTION PLANS****REPORT OF THE CHIEF EXECUTIVE****Purpose of Report**

1. The purpose of this report is to present the Employment Committee with an update of the current Action Plans which contain provision for compulsory redundancy and details of progress in their implementation.

**Policy Framework and Policy Decisions**

2. At its meeting on 11 February 2010 the Committee approved a new Organisational Change Policy and Procedure (replacing the 'Policy in the Event of Redeployment and Redundancy') together with revised arrangements through which the Committee would exercise its oversight of the implementation of that procedure. In accordance with that decision, summaries of current Action Plans are attached to this report.

**Background**

3. Following the decisions made on 11 February 2010, the new arrangements also involve presenting a summary of any outstanding comments/concerns raised by members of the Committee.
4. There are no outstanding comments/concerns on this occasion.
5. Members are asked to indicate where they wish a representative of the Department concerned to be present to answer any questions in any particular case, if they have not already done so.

**Recommendations**

6. That the report be noted.

**Background Papers**

7. Organisational Change Policy and Procedure  
<https://leics.sharepoint.com/sites/intranet/HDI/Pages/Understand-organisational-change.aspx>

**Circulation under Local Issues Alert Procedure**

8. None.

**Officers to Contact**

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**List of Appendices**

- Appendix 1 – Summary of Current Action Plans - Implementation Completed;
- Appendix 2 – Summary of Current Action Plans - Implementation Underway.

**Equalities and Human Rights Implications**

9. The Organisational Change Policy and Procedure is designed to ensure that changes which impact on employees are implemented in a fair and non-discriminatory manner.