



## **EMPLOYMENT COMMITTEE – 3 DECEMBER 2020**

### **ORGANISATIONAL CHANGE POLICY AND PROCEDURE**

#### **SUMMARY OF ACTION PLANS**

#### **REPORT OF THE CHIEF EXECUTIVE**

##### **Purpose of the 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 Previous 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 relation to any particular Action Plan, if they have not already done so.

##### **Recommendations**

6. That the update provided on the current Action Plans which contain provision for compulsory redundancy, and details of progress in their implementation, be noted.

##### **Background Papers**

7. None.

**Circulation under the Local Issues Alert Procedure**

8. None.

**Equality and Human Rights Implications/Other Impact Assessments**

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.

**List of Appendices**

Appendix A – Summary of Current Action Plans - Implementation Completed.

Appendix B – Summary of Current Action Plans - Implementation Underway.

**Officers to Contact**

Anna Poole, Democratic Services Officer

☎ 0116 305 0381

Email: [anna.poole@leics.gov.uk](mailto:anna.poole@leics.gov.uk)

Gordon McFarlane, Assistant Director – Corporate Services

☎ 0116 305 6123

Email: [gordon.mcfarlane@leics.gov.uk](mailto:gordon.mcfarlane@leics.gov.uk)