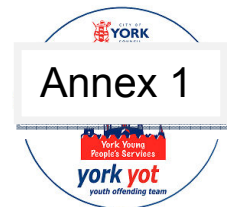


# Restructure Newsletter

## February 2012 (viii)



### End of Consultation Period

The formal 90 day consultation period has now ended and we now move to the processes that implement the new structure.

I have previously sent out a summary of the surveymonkey responses, and the only thing I'd like to repeat is my thanks for your responses.

Of course, they all reflect differing perspectives and it is impossible to accommodate them all, either because of the constraints we face or because some are incompatible with each other.

Almost everybody will find stuff they don't like, things wouldn't have done etc. The important thing now is to unite behind these arrangements, imperfect though they inevitably are.

This newsletter is to inform you of what will now be put in place, and go forward to the assimilation panel and subsequent processes.

### Structure

As expected there are no major changes to the structure compared with the versions sent out for consultation.

### Final Staffing Arrangements

Please find two documents that set out for you what kind of jobs will be where, how many and so on. Here there are some changes:

- The manager roles take us back to the 2011 proposals, mainly with respect to the YOT.

- I have taken a close look at the 'Lead' roles and scaled those back where I believe we can.
- I have scraped together the resource to put two more posts into Castlegate to ensure that it can remain a viable open door service for young people.
- I have brought Duke of Edinburgh back into the central team for the foreseeable future.

That represents some headlines: the two attachments at the end of this newsletter will tell you the rest.

### Job Descriptions and Job Evaluation

Minor changes have been made to a number of job descriptions, focussing on the NJC (Green Book) ones because they have to go through Job Evaluation Panel next week.

The only ones where significant changes have been made are the Counsellor ones.

A full set will be made available early next week via managers.

### Terms and Conditions

Nearly all the T&C proposals go through as planned. The one exception is the reduction in JNC annual leave to the national entitlement. The unions indicated that they would oppose such a move, so the issue has been removed from these restructure proposals.

### Timetable

The timetable remains as before but will be reviewed after the Assimilation Panels, because that is when the full extent of

Youth Support Services, 10-12 George Hudson Street, YO1 6LP

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what has to be resolved next will become apparent.

### What next . . .

- Job Evaluation for NJC posts
- Assimilation Panel
- Results of Assimilation Panels and preferences information
- Resolution of Appeals

### Other issues

The position of **staff who have regular additional hours** (by one means or another) is being scrutinised by HR and Unison have provided helpful information. We intend to have this concluded before Assimilation Panel.

**Preferences information** will be sought using the standard letters that notify everyone of the assimilation outcomes, but there will be a newsletter at the same time setting out how you should approach this. Managers will give support to staff – but will not advise you on what your preferences ought to be.

Broad agreement has been reached on **pay protection** (including leave etc). All elements will be subject to 'monetisation' as proposed, and not subject to a range of different forms of phasing. It's an incredibly detailed matter and further work is being undertaken to ensure that the process will take account of all the necessary factors, be accurately calculated etc etc.

**A formal agreement with the unions** is being drawn up for the record.

### A few stray thoughts from me ... ..

It really does feel as though we are getting through this long drawn-out process. And although that feels good on the one hand, it is also the source of huge anxiety for people.

What I want to assure everyone of is that all managers intend to the best we can for every member of staff, and ultimately the services we provide for young people who come to us. We all recognise that reorganisation on this scale comes at a price - and has not been lightly undertaken.

The immediate focus is getting the best possible fit between the considerable range and depth of skills available in the workforce, and the roles we have to meet the needs of young people.

Once that is behind us we can start rebuilding and renewing.

### Final documents on staffing arrangements:



DELIVERED  
STAFFING post consu



DELIVERED 2012  
Final Staffing Arrange

*Simon Page*  
*22<sup>nd</sup> February 2012*