

Harrow Unison Submission for
ECF 1st November 2006

Restructuring within Business Development and People First

Unison apologized for bringing this issue to ECF although it has not been through the DJC and CJC.

The reason for this is that the Chair of CJC is the HR lead on the restructure in BD (OD). The issues in PF are linked and for that reason it seems appropriate to join them and present to ECF for resolution.

Unison has concerns that the Protocol for Managing Organisational Change is not being followed in these Directorates.

In both Directorates management have ‘job matched’ without reference to the Unions.

However it is good practice to have joint matching (often by panel) because the matching decisions are so crucial. There are precedents in HITS, Access Harrow, HRES and Housing where joint job matching has taken place.

Unison is seeking an agreement that all restructures within Harrow involve joint job matching.