

<b>FOR DISCUSSION/INFORMATION</b>			
Meeting:	Resources and General Purposes Committee		
Presented by	<b>Brian Gilchrist</b>		
Author/Contact	<b>As above</b>	Department / Unit	<b>Organisational Development</b>
Date Created	<b>7 Nov 2019</b>	Telephone	
Appendices Attached	<b>None</b>		
Disclosable under FOISA	<b>Yes</b>		

### **1. PURPOSE**

To update the committee on several key organisational development activities.

### **2. BACKGROUND**

See above

### **3. DETAIL**

See paper attached

### **4. BENEFITS AND OPPORTUNITIES**

Not applicable

### **5. STRATEGIC IMPLICATIONS**

None

### **6. RISK**

None.

### **7. FINANCIAL IMPLICATIONS**

None.

### **8. LEGAL IMPLICATIONS**

None

### **9. WORKFORCE IMPLICATIONS**

None.

### **10 REPUTATIONAL IMPLICATIONS**

None.

### **11. EQUALITIES IMPLICATIONS**

None

### **CONCLUSIONS/RECOMMENDATIONS**

Members are asked to note the contents of the update.

## Resources and General Purposes Committee 11 November 2019

### 7.1 NCL Organisational Development Update

#### **Staff Changes**

Following the last report to the Committee, we have appointed a replacement Equality and Diversity Adviser who will take up post on 25 November and is joining us from Glasgow Life, with excellent experience and knowledge in this important area of work. Members will remember that the previous incumbent left us in mid-September to take up an alternative post in the NHS.

Members will also be aware that our Payroll Supervisor left in September to take up a promoted post within a local authority. Our initial recruitment exercise was unsuccessful and we have not yet appointed. Some temporary cover is being brought in to support the HR & Payroll Team until after Christmas. I would like to take this opportunity to formally bring to the Committee's attention the hard work and additional effort by our HR Manager and her team that has taken place in the absence of this key role to ensure that our payroll is processed effectively

#### **Update from Joint Negotiating Committees**

A meeting of the JNC Teaching Staff took place in early October, chaired by our Interim Principal. This was a constructive meeting, although there remain areas of disagreement in terms of the interpretation and application of the national agreements. We have agreed to convene a short life working group to explore these issues and to separately develop a JNC Work Plan for 2019/20 to give the JNC a clearer focus and to build momentum for policy development and other activities of mutual interest.

A meeting of the JNC Support is taking place on 8 November and a verbal update will be provided at the Committee meeting. However, members should note that UNISON has recently launched a dedicated FE Branch covering the whole of Scotland, with two of our stewards being elected as Chair and Treasurer. The implications of this in terms of requests for facilities time are not yet known, as no formal request has been received from the trade union.

#### **Job Evaluation Update**

The work required for this national project continues, with the submission of questionnaires almost complete.

#### **Employers Association**

A two day residential event is being held on 13<sup>th</sup> and 14<sup>th</sup> November in Dundee and an update will be provided at the meeting.

Brian Gilchrist

**Assistant Principal: Organisational Development**