

Appendix 2

Consultation and engagement, including Trade Union responses

Alongside the consultation required for full council, engagement took place with stakeholders, including consultation with those staff members directly affected by the proposals and whose comment and feedback has been encompassed within the final report.

Trade Union consultation commenced on 15th September 2022 and concluded on 30th September 2022. During these dates there was discussion of the committee report at the weekly People & Organisational Development meeting with Trade Unions, to receive feedback and give clarification, as well as time with the Chief Executive to discuss further at the weekly Director Union Engagement meeting. Trade Union colleagues were invited to submit written responses (please see below table for these).

<u>Trade Union</u>	<u>Trade Union's Response</u>	<u>Author Reply/ Clarification</u>
<u>Unison</u>	<p>– Item 2ii – writing in clarification ‘leaving the Chief Operating Officer role vacant during this period’, does just mean the current vacancy of the Director of Operations?</p> <p>Item v – Workforce Plan – seeking agreement for a new role – we assume that this is a criteria of all Heads of Service and Managers and is already in place as part of the CR&D for Heads of Service role for annual CR&D? (might be worth teasing this out a little more)</p>	<p>The role previously held by Rob Polkinghorne is at Director level and the job title was Chief Operating Officer</p> <p>Our initial approach is always to promote and seek for internal development wherever we can- including senior roles- where internal recruitment is unsuccessful and/or there is a specialised specific requirement within the role, we will conduct external recruitment. This is managed by our Talent team on a case by case basis. In terms of individuals' personal development into our senior roles to be discussed as part of their CR&D and development plan , we have a range of leadership and management development in place- including streams for those who wish to</p>

	<p>8) Risk – We wondered if Risk ought to be High on failures to comply if the recommendation in the report are not followed therefore giving more brevity to the ‘ask’ for approval rather than them itemised as Low.</p> <p>No Integrated Impact Assessment – Our understanding was that a Stage 1 report must accompany all Council Reports - to enable everyone reading to understand the journey and engagement undertaken (internally and externally) on the ideas and recommendations within. We would like to see it please.</p>	<p>progress to senior manager level and for those who aspire to be a Chief Officer.</p> <p>Noted – with thanks</p> <p>As per the report, this has been carried out at Stage 1 and the link attached here for your information Integrated Impact Assessment - Interim Organisational Structure.docx.</p>
<p><u>GMB</u></p>	<p>Will the creation of this post result in any changes to the role and responsibilities of either the Chief Officer of Children’s Social Work or Education? Also, given that this is to be an interim role, if the successful applicant is recruited from within ACC, would their position be</p>	<p>I can confirm that the proposed Director post does not represent a change to the roles and responsibilities of either the Chief Officer of Children’s Social Work or Education and that, yes, if the successful candidate is recruited internally, there</p>

	replaced on an interim basis?	would be a backfill to this post to cover the interim period.
<u>Unite</u>	(No written feedback provided, discussion took place at P&OD weekly Trade Union meeting, to clarify roles and responsibilities with Unite and other TU colleagues.)	
<u>EIS</u>	<p>As before, we would restate our view that there should be a Director of Education. This post has a considerable budget and the incumbent has responsibility for a large amount of staff. This is entirely consistent with a Directors role. We are one of very few Local Authorities who do not have this role and it has always been the view of the EIS that such a structure is not advantageous to the Education Service in Aberdeen.</p> <p>We would like our comments to be appended to the proposal as it goes forward to full Council on 13th October.</p>	<p>Thank you for the response, your comments are noted and will be appended to the report.</p> <p>In terms of the points that your response raises, similar Director roles to that which the report proposes- i.e. which combine Education with Children’s Social Work Services -can be found within structures of Local Authorities including Fife, Aberdeenshire, Perth and Kinross and Shetland. These Director level posts – including the role proposed by the report- are required to oversee, rather than perform, various elements including the statutorily required remit of Chief Education Officer (Education (Scotland) Act 2016). The Chief Education Officer role is therefore fulfilled by a Chief Officer/Head of Service level post within the Directors’ management team structures; with the Director level posts themselves having a wider, strategic remit across a range of services.</p>

		<p>As the paper outlines, our 2 chief officer posts of Chief Officer Education and Chief Officer Children's Social Work are united under the proposed Director post, with the focus on integration and a whole family approach to supporting children and young people. Your restatement regarding the large remit of the Education element, and that it needs significant onus within our structure, is appreciated and this proposal carries this through by giving a further enhanced level of focus on Education at Director level whilst, at the same time, ensuring that an integrated approach is also in place for the benefit of our city.</p>
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