

Proposed Law and Governance Restructure HR Timeline

	Activity	Deadline/Date	Comments
	Present Draft report to JCC (start informal consultation)	26th October 2018 Resources JCC	<ul style="list-style-type: none"> Present draft report, draft EIA, draft timeline and structure charts set up of side panels, agree agenda, meeting dates (to be added to timeline)
	Staff Briefing	w/c Nov 2018	<ul style="list-style-type: none"> Update Q&A Opportunity for staff to have 1-1 meetings with management / union rep Invite Union colleagues HR present
	Feedback from Union colleagues on proposal	During November / December	<ul style="list-style-type: none"> Comments/feedback
	Share Job Matching and appeals process	w/c 10 December	
	TU scheduled meeting to receive feedback and 'close' informal	17 Dec 2018	<ul style="list-style-type: none"> Update and advise on content of report going for member approval
	Decision by Cabinet	CABINET 9 Jan 2019	KEY DATE FOR TIMELINE
	ACTIONS BELOW ARE SUBJECT TO CABINET DECISION AGREEING TO THE COMMENCEMENT OF FORMAL CONSULTATION		
	Formal Consultation Commences – 7 January 2019		
	Period to lodge and hear job matching appeals	3 working weeks – commence 14 Jan ends 1 Feb	

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	Formal Consultation 30 days to commence	Commences 4 Feb	<ul style="list-style-type: none"> •Consult on selection processes / timeline •Weekly Union meetings To determine selection criteria, job pools, confirm situation re order, vacancies etc
	Formal consultation period ends	5 Mar 2019	
	Restructure Finalised by Director (unless further Cabinet Report required)	By 8 Mar 2019	Consultation responses, relevant factors and representations considered.
	EOI's for vacant posts – ringfenced to L&G	Adverts – 11/3 Closing Date – 18/3 Interviews 25/3	Managers to be available for shortlisting and interview panels
	Confirmation of position following interviews	1 April	Once results of interviews known, confirm position re over-subscribed posts
	Selection Process	w/c 1 April	Selection process for oversubscribed – Interviews Panels required
	Notification to employees – confirmation of post or displaced	End April	Following completion of selection process
	Vacant posts advertised	Post April onwards	L&G First Jobs Pool (if applicable) Internal External
	Restructure Implementation Completed	1 st July 2019	Anticipated date that all roles are filled.