

<b>Committee</b>	HR Committee
<b>Subject</b>	<b>Summary of Organisation Design General Feedback from Staff &amp; Trade Unions</b>
<b>Action requested</b>	<input checked="" type="checkbox"/> <b>For information only</b> <input type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input type="checkbox"/> For endorsement <input type="checkbox"/> For approval
<b>Brief summary of the paper</b>	<p>Extensive feedback was collated from the various consultation mechanisms with staff and trade unions during the Organisation Design programme. A report summarising the feedback about the proposed structure was previously presented to the HR committee. For completeness, enclosed is the corresponding analysis of the general feedback from staff and trade unions ie feedback related more generally to the consultation and organisation timescales, information and processes - but not to the proposed structure itself.</p> <p>The report identifies that well over half of the observations (181 out of 281 staff inputs) were raised before individual consultations took place with the majority of staff, and much of the information to address these comments had already been published to staff. Concerns commented on most:</p> <ul style="list-style-type: none"> <li>• Understanding where roles or functions fitted in the proposed structure</li> <li>• Support with Mental Health &amp; Wellbeing</li> <li>• Consideration of Staff views</li> <li>• Future of the Organisation</li> <li>• Trade Unions</li> </ul> <p>The remainder of the queries were overwhelmingly about process eg contracts, matching, redeployment.</p> <p>The main findings will be considered when compiling the progress report on Year 1 of the new College.</p>
<b>Resource implications</b>	Some aspects of the report will feed into the Year 1 progress report for SFC. The format of that report is currently being finalised and College staff will be requested to support inputs to the report process.
<b>Risk implications</b>	The paper refers to feedback on support with Mental Health & Wellbeing, which is being monitored and managed through the OD Risk Register.
<b>Date paper prepared</b>	07/06/24
<b>Date of committee meeting</b>	27/11/24

<b>Author</b>	Giles Huby, UHI Programme Director – Merger Implementation & Integration
<b>Link with strategy</b> Please highlight how the paper links to the Strategic Plan	Successful delivery of the new organisation structure will directly influence all NWH strategic goals.
<b>Island communities</b>	UHI completed an impact assessment on the College's Organisation Design strategy, which confirmed that an Island Communities Impact Assessment is not required.
<b>Status</b> (e.g. confidential, non-confidential)	Non-confidential
<b>Freedom of information</b>	Yes
<b>Consultation</b> How has consultation with partners been carried out?	The consultation process has been carried out with all staff and union representatives, as described in the report. The report has been reviewed and endorsed by the interim ELT.