

Committee	HR&R sub-committee		
Date paper prepared	10/05/2022	Date of committee meeting	18/05/2022
Subject	Update on restructuring		
Author	Jane Lewis, Principal		
Action requested	For review and endorsement		
Purpose of the paper	To update HR&R sub-committee on progress made with restructuring and future plans for completion		
Brief summary of the paper	The outcome of the Senior Management restructuring is given and an outline for future restructuring for both the academic and professional sections.		
Consultation	Senior management group, LNCC		
Resource implications	There will be resource implications as the plan rolls out		
Risk implications	Effective restructuring is imperative to improve efficiency and effectiveness of working across the college. Failure to undertake the process effectively risks staff morale and smooth running of the college.		

Link with strategy	Links to all parts of the college strategic plan
<u>Equality, Diversity and Inclusion</u>	n/a
Island Community Impact	n/a
Paper status	<input type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input checked="" type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
<u>Freedom of information</u>	Choose an item. If closed/ withheld, select date this will become 'open': Enter a date.

Update on restructuring

Following the plan provided and approved by the HR&R subcommittee (BOM-HRR-2021-06) at its meeting on 30th March 2022. We have completed the Senior Management restructuring. The following appointments have been made with effect from 1st June 2022.

Depute Principal: Laura Burden

Vice Principal Operations: Gemma MacGregor

Head of Finance: Glenn Gilfillan

Director of Research, Enterprise and Impact: Beth Mouat

Following this restructure, we plan to move to completing the restructuring of the merged college with the aim of providing a single structure for both professional and academic sides. Until we complete the restructure we are working with transitional arrangements.

For the academic staff updating terms and conditions for those not on NRPA has been implemented. This work also needs to be completed for professional staff and will commence with harmonising leave and working hours.

Academic Sections

Within the Merger Business Case a plan was articulated for five academic sections and we will now proceed to implement that proposal. The sections identified were:

Creative & cultural including Centre for Islands Creativity

Seafood & Sea including the Marine Science Team

Community & Enterprise

Health, Care & Society

Technology, Engineering, Marine & Built Environment

Within each section we will review the internal structure and naming of the section with an aim to implement for next academic year.

Professional Sections

We aim to review professional services with a view to improving the student experience and with an aim for each student to have a seamless and supportive Shetland UHI journey, with enrichment, engagement and accessibility at the heart of their experience.

Initial discussions have taken place at a senior management level to provide a framework and we will be consulting with staff teams over the composition of professional sections in this framework with an aim of completing reorganisation as quickly as possible to reduce uncertainty for staff.

Outline timeline:

Date for Completion	Milestone	Commentary
23 rd March 2022 (meeting 30 th March 2022)	Final Business Case Submitted to HR&R for approval	Complete
1 st April 2022	Model Option Confirmed	Complete
1 st April 2022	Comms Update to ALL STAFF	Complete
w/b 11 th April	Formal 1:1s with Staff: JDs discussed; application process explained	Complete
22 nd April 2022	Notification of Application Received	Complete
25 th April 2022	Applications	Complete
w/b 27 th April 2022	Interviews	Complete
From 29 th April 2022	Successful and Unsuccessful	Complete
6 th May 2022	New Structure Comms to All Staff	Complete
9 th May	Commence meetings with Academic sections	<i>Consult on internal section structure; Choice of name</i>
9 th May	Papers due for LNCC	Outline for next part of restructuring; holidays; VS scheme
11 th May	BoM	Update to be given
11 th May	Papers due for HR&R	Outline for next part of restructuring; holidays; VS scheme
15 th May	Commence meetings with professional sections	<i>Consult on structures – using SMG framework</i>
16 th May	LNCC	
18 th May	HR&R	

6 th June	Paper for LNCC/HR&R on Academic sections/names Paper on Structure for professional sections	
	Appointment/slotting Section heads	
13 th June	LNCC	
15 th June	HR&R	
24 th June	Academic holidays start – announcement Academic structure	
22 nd June	Papers due for F&GP Draft Business case for professional section structure	
29 th June	F&GP	
	Need an additional LNCC slot for Professional restructure	
13 th July	Papers due for BoM	
20 th July	BoM	