

Transition Board – Shetland Merger Project

Committee	Transition Board – Shetland Merger Project
Subject	Update on Joint working and structure to vesting
Action requested	<input type="checkbox"/> For information only <input checked="" type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input type="checkbox"/> For approval
Brief summary of the paper	Click here to enter text.
Resource implications [if yes, please provide detail]	Yes Work required to support merger will stretch existing staff resource. Application has been made for transformational funding to support this.
Risk implications [if yes, please provide detail]	Yes Staff are keen for progress to be made on merger and it is important that we continue to progress our structures to work towards the new college.
Date paper prepared	10-Nov-20
Date of committee meeting	18-Nov-20
Author	Jane Lewis
Equality and diversity	No
Status	Non-confidential
Freedom of Information Can this paper be included in 'open' business?*	Yes
Status following the meeting	

Proposed Joint Committee Structure for NAFC, Shetland College and Train Shetland

Context

The Transition Board has agreed to a staged approach to the merger and this has also been supported by the Scottish Funding Council. Further work on the approach to this has been carried out and a revised approach to the next steps has been developed.

Originally, the staged approach included the step of developing a new second tier management structure to oversee the transition of NAFC, Shetland College and Train Shetland into Shetland UHI. In order to facilitate joint working in the run up to Vesting, it is now proposed that the second tier management structure is not implemented for Shetland UHI. It is envisaged that the transition will entail the three organisations (NAFC Marine Centre, Shetland College/Train Shetland and Shetland UHI) running in parallel with a joint committee structure.

The advantages of this mode of operation are as follows:

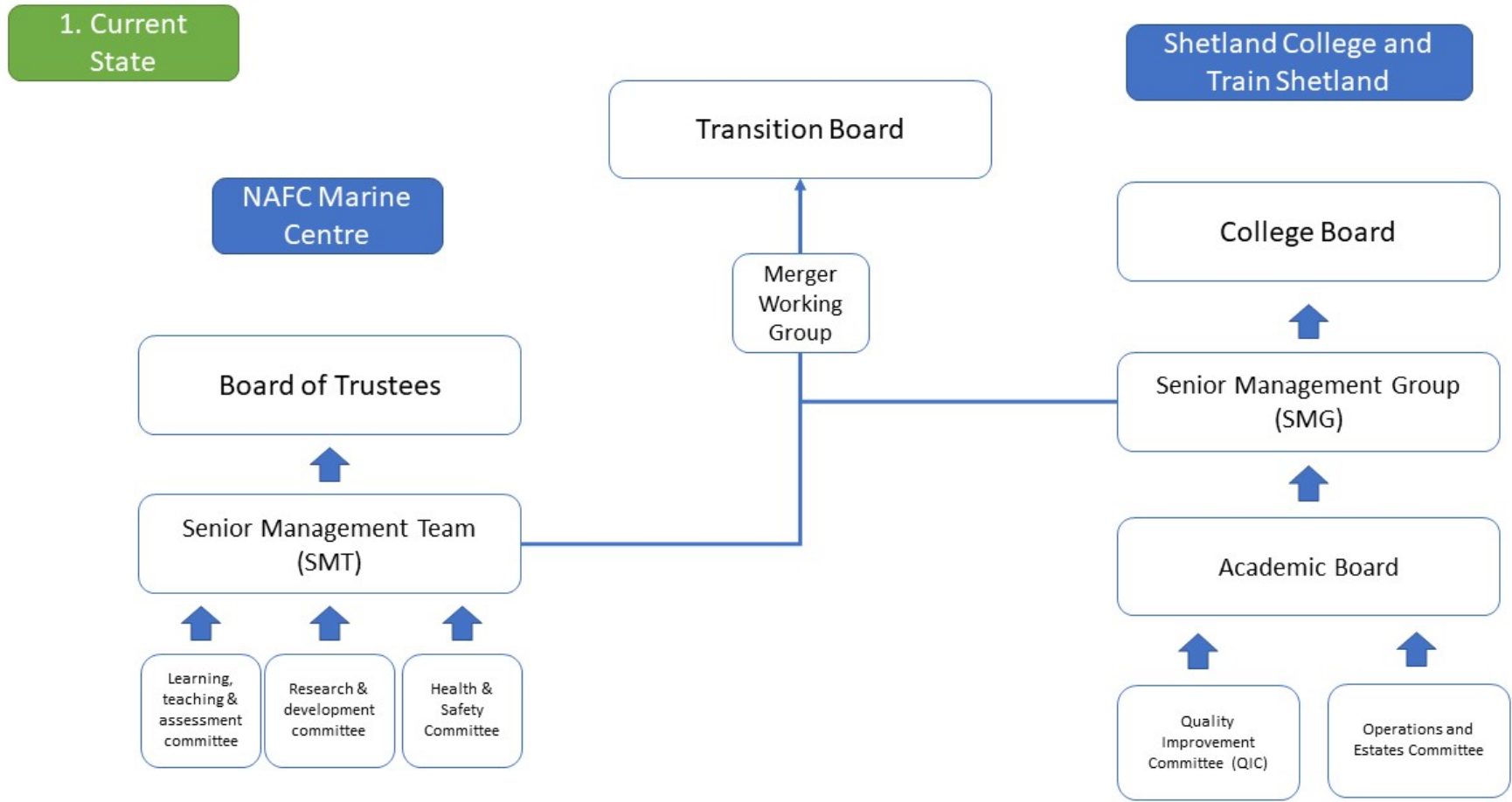
- Joint working – helping staff from across the organisations to work together ahead of vesting (this has been highlighted frequently in staff consultation feedback as a key element in progressing the merger). This will also help staff from all three organisations to have meaningful input into new structures to be developed for the new organisation and will enhance the workstreams which have now begun to develop the functions of Shetland UHI.
- Transparency and communication – the shared committee structure will help to ensure clear lines of communication to staff in all the organisations to keep them informed of merger progress, timelines and developments.
- Shared understanding and equity – when reorganisation is undertaken post-Vesting, all staff will have similar knowledge of how different parts of the current organisations work in order to apply for roles in the new organisation. This will help to create a level-playing field and alleviate staff concerns that have been fed back in response to the staged approach proposal about the order in which the organisations are being taken into Shetland UHI.

Following discussion at the Transition Board and a number of subsequent meetings the Joint committee structure proposals have been further developed. The proposals have gone to Shetland College Board and to informal and formal SFTC Trust board meetings.

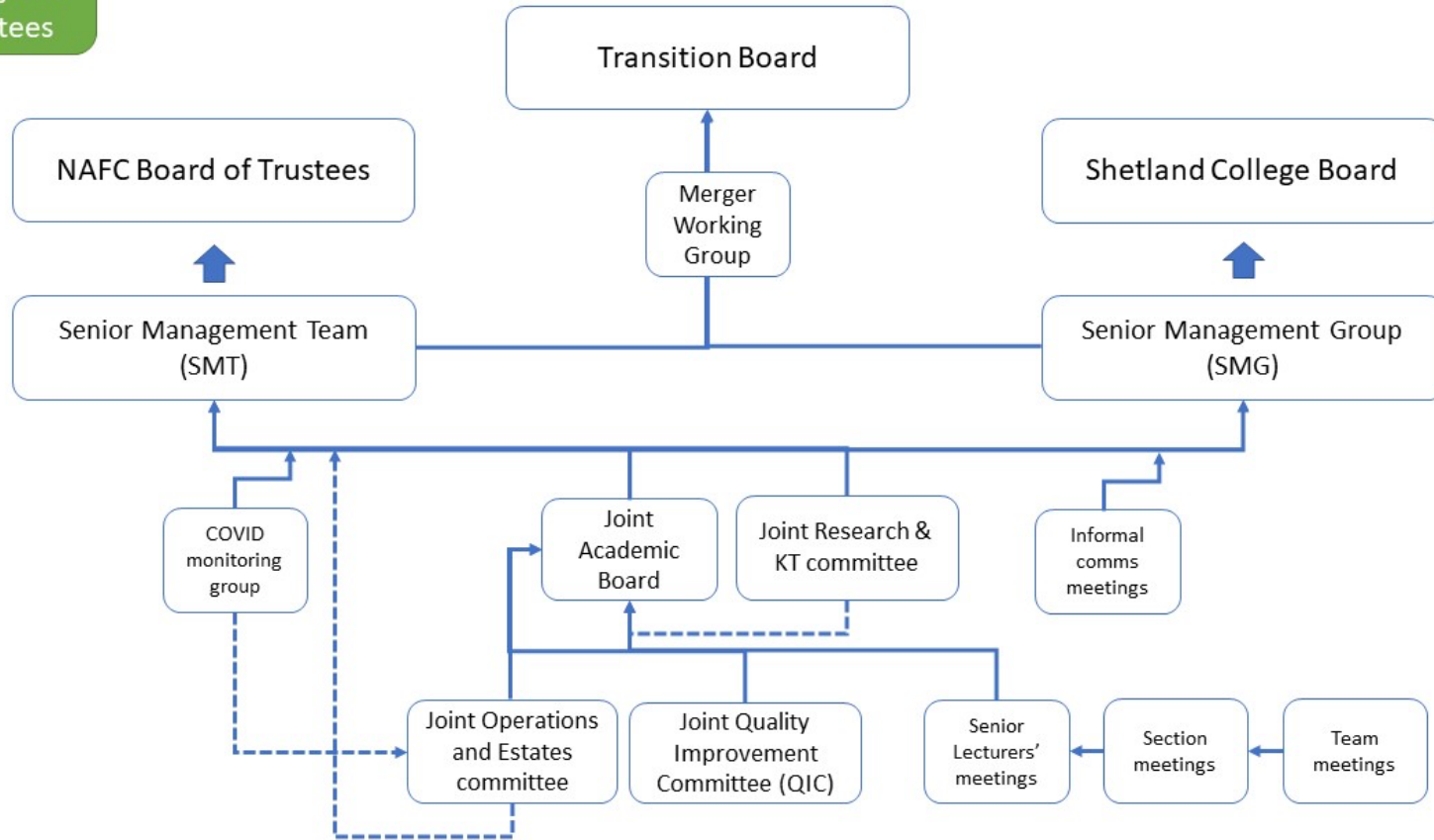
The diagrams below set out the stages of the approach, as they relate to the joint committee structure and potential configuration upon vesting. The arrangements shown at each stage may change as the work to progress the merger and move staff into Shetland UHI develops. Further discussions on the approach are planned and will be reported to the board in due course.

We are now moving towards Phase 2. Terms of Reference for the Joint Research and Knowledge Transfer Committee have been agreed and the joint committee plans to meet before the end of the calendar year. Terms of reference for the other joint committees have been drafted and are working their way through approvals.

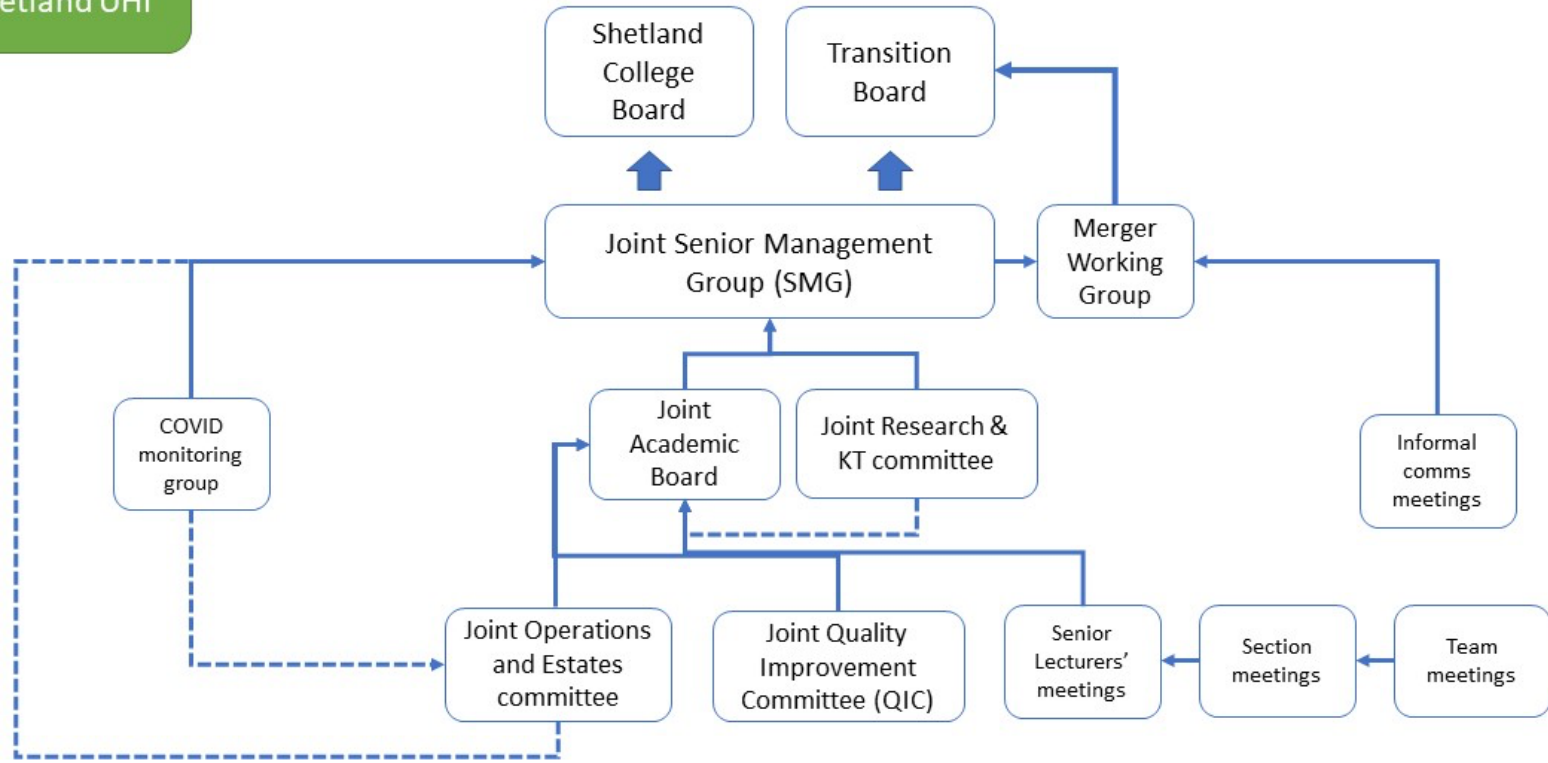
The board is asked to note these developing arrangements



2. Moving towards joint committees



3. NAFC within Shetland UHI



4. Potential state on Vesting

