

<b>Committee</b>	HR&R		
<b>Date paper prepared</b>	08/06/2022	<b>Date of committee meeting</b>	15/06/2022
<b>Subject</b>	Academic Sections Restructure Update		
<b>Author</b>	Laura Burden, Depute Principal Tertiary		
<b>Action requested</b>	For note		
<b>Purpose of the paper</b>	To update the committee on the status of the academic sections restructure		
<b>Brief summary of the paper</b>	This paper provides an update of the progress to date towards implementation of the section structure identified in the merger business case, along with a proposed timeline and milestones for the restructure.		
<b>Consultation</b>	SMG, & LNCC		
<b>Resource implications</b>	N/A		
<b>Risk implications</b>	N/A		

<p><b>Link with strategy</b></p>	<p>N/A</p>
<p><a href="#">Equality, Diversity and Inclusion</a></p>	<p>N/A</p>
<p><b>Island Community Impact</b></p>	<p>N/A</p>
<p><b>Paper status</b></p>	<p><input checked="" type="checkbox"/> <b>Open</b> – The paper may be circulated to non-members of the committee and published online without restriction.</p> <p><input type="checkbox"/> <b>Restricted</b> – The paper must not be circulated to non-members or published online until after the committee meeting.</p> <p><input type="checkbox"/> <b>Confidential</b> - The paper must not be circulated beyond the committee members and should not be published online.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].</p>
<p><a href="#">Freedom of information</a></p>	<p>Open</p> <p>If closed/ withheld, select date this will become 'open': Enter a date.</p>

## Progress Update RE Academic Restructure

Five academic sections were outlined and agreed as part of the business case for merger, and we are currently in the process of implementing that proposed structure. The sections identified are as follows:

- Creative & cultural including Centre for Islands Creativity
- Seafood & Sea including the Marine Science Team
- Community & Enterprise
- Health, Care & Society
- Technology, Engineering, Marine & Built Environment

At present, informal consultation is taking place with the senior staff that are currently employed in the departments that fall within each new section. This process should be completed by the week beginning 20th June. The consultation meetings are seeking to ascertain the view of those involved on the sub structure of each section, to empower them to work with their teams to produce a name for the section, and to discuss the next steps in terms of implementing the structure. It is expected that the sub structure for each section will not be the same. Feedback from this consultation will be collated and shared, and will inform the plan for the section sub structures. An FAQ will also be developed to respond to queries raised. Information on the proposal and progress made will be shared with union representatives and wider staff groups.

Each of the sections will have a Head of Section position. A job description and person specification for the post is being developed. Appointments to the Head of Section roles, and any other positions within the substructure will be undertaken in line with our Organisational Restructuring Policy and Procedure, which will involve job matching and then a potentially competitive process where more than one person is identified as a ‘match’. One to one meetings will be offered to those likely to be directly affected by the change of section structures.

All other teaching and research staff will transfer into the new sections within their current subject teams as part of this phase of the restructure.

<b>Date for Completion</b>	<b>Milestone</b>
18/05/2022	Commence meetings with academic sections
15/06/2022	Update on progress of restructure to HR&R
17/06/2022	Initial Informal Consultations with section senior staff complete
20/06/2022	Update paper developed including feedback received, process for appointing heads and proposed sub structures.
20/06/2022	LNCC Paper Deadline
27/06/2022	Names for sections confirmed
27/06/2022	Update on proposal presented to LNCC
By early September 2022	‘Heads of’ appointment process complete (in line with policy)
September 2022	Transition in to ‘new’ structure arrangements communicated to staff.

