



staff announcement

sa035-13

Date 21 November 2013

Title Consultation Document – Staffing Review: Deploying Staff in Support of Strategic Objectives

Sub heading

Author Senior Management Team (SMT)

Summary

Attachments & References Consultation Document - Deploying Resource in Support of Strategic Objectives

This consultation provides an opportunity for staff to influence the shape of our future internal structures.

The document sets out a blueprint on how we can maximise our potential as a union in these challenging times.

It proposes a route map to meet those challenges head on, to deliver the NEC objective to deploy more of our staff resources to build our workplace organisation and strengthen our ability to defend member's interests in our industrial campaigns.

The environment in which we are operating is rapidly changing and becoming increasingly hostile. As a consequence of the civil service cuts programme, we have lost 50,000 members and our annual income has fallen by £5 million. With more cuts to come, we need to be more flexible to adapt to new circumstances to protect our members' interests and union income. We are entering a period where, by necessity, we have to change our structures, job roles and ways of working.

The proposals seek to build on the foundations we have laid, internally, to provide staff with the tools to do job and to stabilise our financial position. We now have an annual planning process and clearer national objectives, better communication through a re-launched appraisal scheme and a renewed focus on staff development. Enhancing the skills of all staff, particularly those in new or changing roles, is an important feature of our future development. Our collective efforts to reduce costs have paid off and we have turned round a £2.5 million deficit in 2012 to a projected small surplus in 2013.

This consultation explores ideas to maintain the momentum we have going forward and shape PCS for the future. We want to hear your views on what is being proposed. If you think we should be looking at viable alternatives, we want to receive your ideas.

Consultation Arrangements

The consultation period will commence on **25 November 2013 and will run though to 17 January 2014**. Consultation responses will be then be considered by the SMT and a final report will then be issued.

As part of the consultation process, presentations on this document will be given to all staff during December 2013. Details of the times, dates and venues are listed on page 20.

The presentations will allow for a 2 way exchange and all staff are invited to express their views at those presentations and to make written submissions to their Senior National Officer should they wish to. The closing date for receipt of such submissions is 17 January 2014.

Engagement with GMB

We briefed the full GMB Branch Council on the contents of the paper on 20th November. We shall maintain a central dialogue with the GMB during and beyond the consultation period and we are in discussion with them on how best to do this.

SENIOR MANAGEMENT TEAM