



City Solicitor and Secretary

City Solicitor and Secretary : J M Egan LL B
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TO MAYOR AND MEMBERS OF THE CITY
COUNCIL

Please ask for: Rachel Rooney
Direct Line: 01228 817034
E-mail: RachelR@carlisle-city.gov.uk
Your ref:
Our ref:

27 August 2002

Dear Member

COUNCIL MEETING (SPECIAL) 29 AUGUST 2002

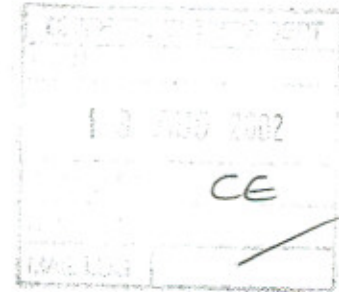
I refer to the papers which have been despatched for the Special Council meeting to be held on **Thursday 29 August 2002 at 6.45pm in the Council Chamber** and attach an addendum to Agenda Item 9 (Organisational Review : Detailed Proposals for Implementation) being a letter dated 15 August 2002 from GMB commenting on the Organisational Review detailed proposals, together with the Town Clerk and Chief Executive's reply dated 27 August 2002.

Yours sincerely

J M Egan
City Solicitor and Secretary



INVESTOR IN PEOPLE



our ref: CJ/JC/LEC

E mail: christopher.jukes@gmb.org.uk

15 August 2002

Direct Line: 0191 2413102

Peter Stybelski BSc MSc
Town Clerk and Chief Executive
Carlisle City Council
Civic Centre
Carlisle
CA3 8QG

Dear Peter,

Re: CARLISLE CITY COUNCIL RESTRUCTURING

It was good to meet with Jean and yourself on 14 August in what I felt was a very constructive meeting.

I would like to take up your offer of providing you with some comments for the council meeting on 29 August 2002. I would be grateful therefore if you could consider the comments in this letter as part of the GMB's formal input to the Council meeting, principally because I am on leave from 17 August until 2 September 2002.

As far as the GMB is concerned the critical factors are that our MPO members affected by the restructuring, do not suffer any personal, financial or professional detriment.

MPO Members are Key Officers in expediting Council policy and have provided unstinting service to the City Council over many years.

I will want to ensure that MPO Members are able to be reassured that there will be opportunities to:

- 1) Apply for Executive Directorships
- 2) Be matched into relevant posts
- 3) Be granted an appropriate early retirement/voluntary redundancy package in the event that statutory redundancy is not applicable.

Media coverage of the review to date, and particularly the disclosure of personal data, has caused a great deal of concern and anguish to my members which must be prevented in the future.

I would be amenable to issuing joint statement(s) if the need should arise. This would avoid any further matters going into the Press that may be unfortunate and cause further offence.

I also recognise that the offer of CV/job opportunity support is a genuine offer and I take that in the spirit that it is meant. Should you want to consult MPO Members while I am on leave, I would have no objection.

Once I return from leave I would welcome being involved in informal/formal meetings with MPO staff affected and yourself and Jean. I think that would be a useful way forward.

In addition I am available should you want to meet with me on a one to one basis.

Finally, once again I thought the meeting was very constructive and I trust that the issues relating to MPO Members can be resolved in an amicable and positive way, and in keeping with the exigencies of the service.

Yours sincerely



CHRIS JUKES

RECRUITMENT OFFICER/ORGANISER



Town Clerk and Chief Executive

Peter Stybelski BSc MSc

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Peter Stybelski

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CE20/TU02/DK

27 August 2002

Dear Chris

CARLISLE CITY COUNCIL ORGANISATIONAL REVIEW

Thank you for your letter of 15 August, which followed our helpful and constructive meeting.

I shall copy your letter to all Members of the Council to be read with your earlier letter and my reply, which has already been circulated.

As I indicated previously, the prime objective of the Council is to improve management and performance through a new structure and the Council will use its best endeavours to avoid detriments to employees. MPO members and all affected members of staff, will be able to apply for Executive Directorships and will be matched or ring fenced into relevant posts in accordance with the Appointment and Assimilation Protocol, which has been shared with the Trades Unions. The Council would have to consider on its own merits any requests for early retirement/redundancy in accordance with Council Policy and the cost involved.

We discussed media coverage and I will be pleased to agree joint statements with you when this would be appropriate and helpful. Thank you for your comments on the manager's assistance programme and Jean Cross will now put this into place.

I look forward to meeting with you again on your return from leave.

Yours sincerely

P Stybelski

Town Clerk and Chief Executive



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