

LOLA Re-Organisation
Meeting of Staff - 24th May 1984

The main details of the proposed re-organisation are outlined in the draft report of the Re-Organisation Working Party entitled 'Review of LOLA's Top Management Structure'. This report has been circulated in Applications, PCG and Forward Planning, but is attached here for information. Also attached is a copy of the organisation chart with the grades added.

The report has been discussed with the Director and other members of the Working Party on two separate occasions - the first meeting dealt with the proposed structure only, and the second meeting dealt with the proposed grades.

A number of problems remain unresolved after these meetings and these are outlined below, with alternative courses of action.

1. Principal Programmer Posts

As can be seen from the Working Party's report, the proposed reorganisation makes no provision for the post of Programming Team Leaders. Whilst this seems understandable in the area of Departmental Applications, where the emphasis will probably move away from the traditional development tools (e.g. PL/I, IMS), it hardly seems to take account of the situation in the area of Corporate Applications. These applications should continue to work much as before, but Staff-Side find it difficult to see how this can be achieved with the loss of the Programming Group Leader posts.

Staff-Side believe that:

- (a) It is essential that the post of Principal Programmer should be retained in the corporate project teams, and the Staff are not prepared to cooperate with the proposed re-organisation unless these posts are retained.
- (b) It is important that the post of Principal Programmer should be retained in the corporate project teams, and the Staff feel that these posts should be retained.
- (c) The loss of the Principal Programmer posts in the corporate area will not be an obstacle to the Staff's acceptance of the proposed re-organisation.

2. Grading of the Personal Computing Group Project Leader

The proposed grade for the post of PCG Project Leader is P2(A). This is the same grade as the Departmental Project Leader, but less than the Corporate Project Leader (graded at P2(D)). Since the PCG Project Leader has previously been a Business Analyst, this post has effectively been downgraded at a time when the activities of the PCG are set to expand.

Staff-Side believe that:

- (a) It is essential that the Post of PCG Project Leader should be graded at the same level as the post of Corporate Project Leader (i.e. P2(D)), and the Staff are not prepared to cooperate with the proposed re-organisation unless the proposed grade is altered accordingly.
- (b) It is important that the post of PCG Project Leader should be graded at the same level as the post of Corporate Project Leader (i.e. P2(D)), and the Staff feel that the proposed grade should be altered accordingly.
- (c) The Proposed grade of P2(A) for the PCG Project Leader will not be an obstacle to the Staff's acceptance of the proposed re-organisation.

3. Differential Grading of Corporate/Departmental Project Leaders

It has been suggested that the proposed grade for Departmental Project Leaders should be the same as that for Corporate Project Leaders (i.e. P2(D)).

Staff-Side believe that:

- (a) It is essential that Corporate Project Leaders and Departmental Project Leaders should be on the same grade, and the Staff are not prepared to cooperate with the proposed re-organisation unless the proposed grades are changed accordingly.
- (b) It is important that Corporate Project Leaders and Departmental Project Leaders should be on the same grade, and the Staff feel that the proposed grades should be changed accordingly.
- (c) The proposed gradings for Corporate and Departmental Project Leaders will not be an obstacle to the Staff's acceptance of the proposed re-organisation.

4. The Housing Benefits Project

It has been suggested that the Housing Benefits project should be in the Corporate area of Applications, rather than in the Departmental area.

Staff-Side believe that:

- (a) It is essential that the Housing Benefits Project should be in the Corporate area of Applications, instead of the Departmental area, and the Staff will not cooperate with the proposed re-organisation unless it is made a Corporate Project.
- (b) It is important that the Housing Benefits Project should be in the Corporate area of Applications, instead of the Departmental area, and the Staff feel that it should be made a Corporate Project.
- (c) The proposals for the Housing Benefits project will not be an obstacle to the Staff's acceptance of the proposed re-organisation.