

Summary of tiered governance arrangements for the management of organisational change & redundancy

Level	Description	Management of Process	Initial strategic sign off	Senate involvement	Oversight	Final sign off of redundancies
1.	Fixed term funding <ul style="list-style-type: none"> Fixed term contracts Open ended contract with a funding end date (individuals, teams or groups) 	Principal Investigator (PI) Or Line manager	N/A. Managed by PI/Line Manager with local HR Support	N/A	Head of School/DRI OR Head of University Service / Division With local HR support	Head of School /DRI OR Head of University Service / Division With local HR Support
2a.	(Core Funding) A restructuring of a team, group, programme or subsection of a School /RI or a College support service resulting in changes to roles and potential redundancies*	Head of School / DRI / College Secretary + College HD OF HR + Senior Academic/HOSA if appropriate	Organisational Change Governance Group (OCGG)	Consultation if direct academic impact	College Management Group	College Management Group **
2b.	(Core Funding) A restructuring of a team, sub section of a University Service resulting in changes to roles and potential redundancies *	Executive Director of US Service or Appropriate Senior Manager +US HD OF HR	Organisational Change Governance Group **	N/A	Professional Services Group	Professional Services Group **
3.	Closure of an academic Subject / Discipline ¹	VP, Head of College + Other CMG Member + College HD OF HR	Court (Proposal to Court from CMG/PSG/SMG)	Yes, consultation	SMG	SMG***

Any more significant change proposal (including closure of a School/RI or University Service) would be managed by the relevant member(s) of the SMG with senior HR support, be overseen by SMG with initial strategic and final sign-off being carried out by Court. Any change impacting directly on Academic matters would be subject to consultation with Senate.

Notes: * Level 2 may also cover significant restructuring or changes such as outsourcing which do not necessarily result in redundancies.

** level 2 when providing initial strategic sign-off OCGG may request additional oversight for specific cases including potentially reviewing again following full consultation and prior to final sign-off and implementation

*** For Level 3 changes, Court may request that OCGG monitor changes during consultation and review again prior to final sign-off

¹ The definition of academic subjects/disciplines within each College will be determined by the relevant College Management Group. Levels 2&3 could include cross College/Service restructures.