

# PROCEDURE ORGANIZATIONAL CHANGE / REORGANISATION

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# INTRODUCTION

Reason for measures that influence position of employees:

Current and expected financial situation

Measures up to now:

- No renewal temporary contracts
- Hiring employees only with permission
- Reduction of student jobs

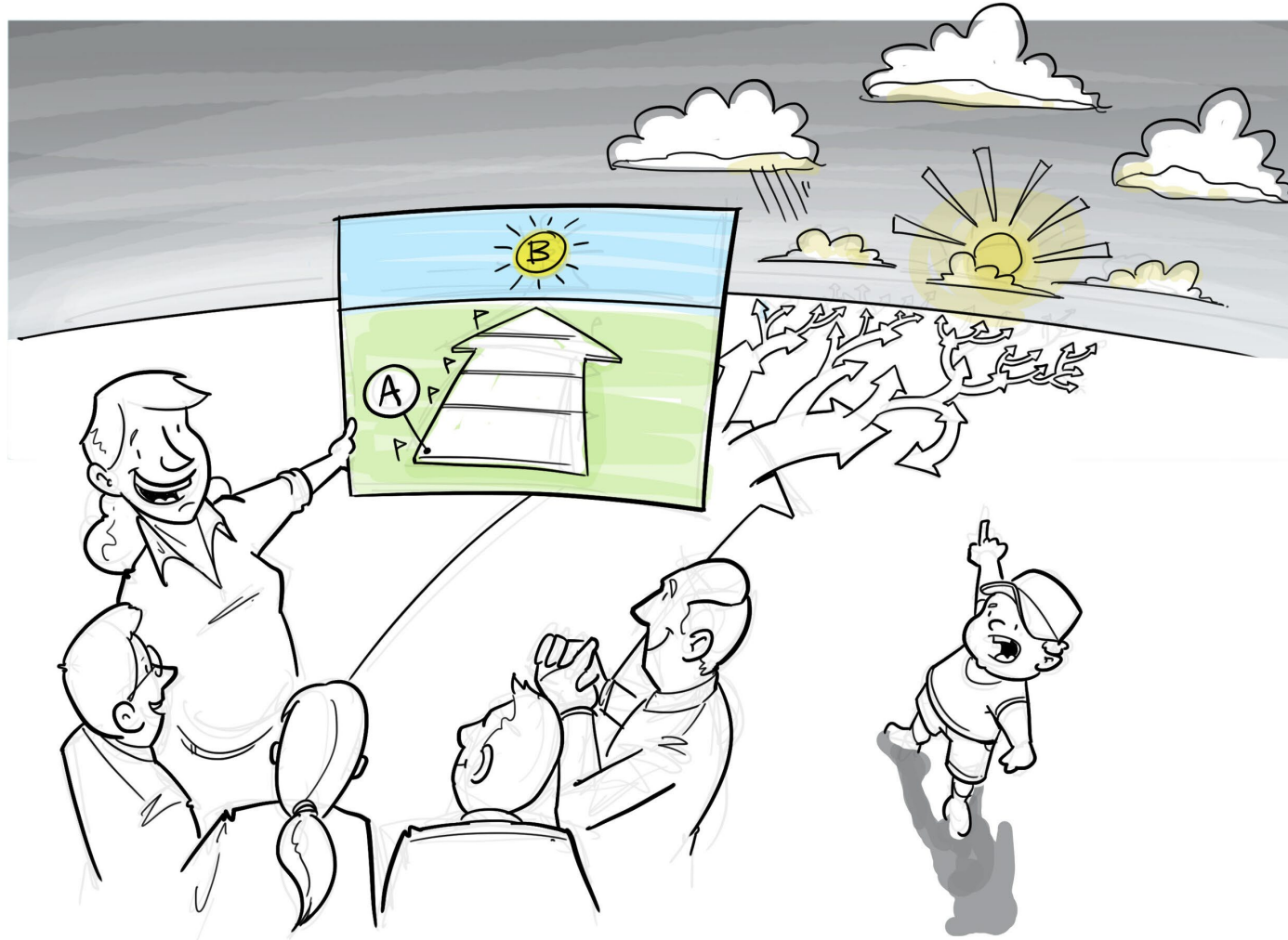
# INTRODUCTION

July 2024: Organizational change involving CES and SP

September 2024: S&T announces reorganization

???

# DOT ON THE HORIZON



The dot is clear and very hazy:

- Current financial situation requires action now
- Government has more bad news to come
- We cannot afford to wait until everything is clear

# INTRODUCTION

Challenge: have to act in a changing environment

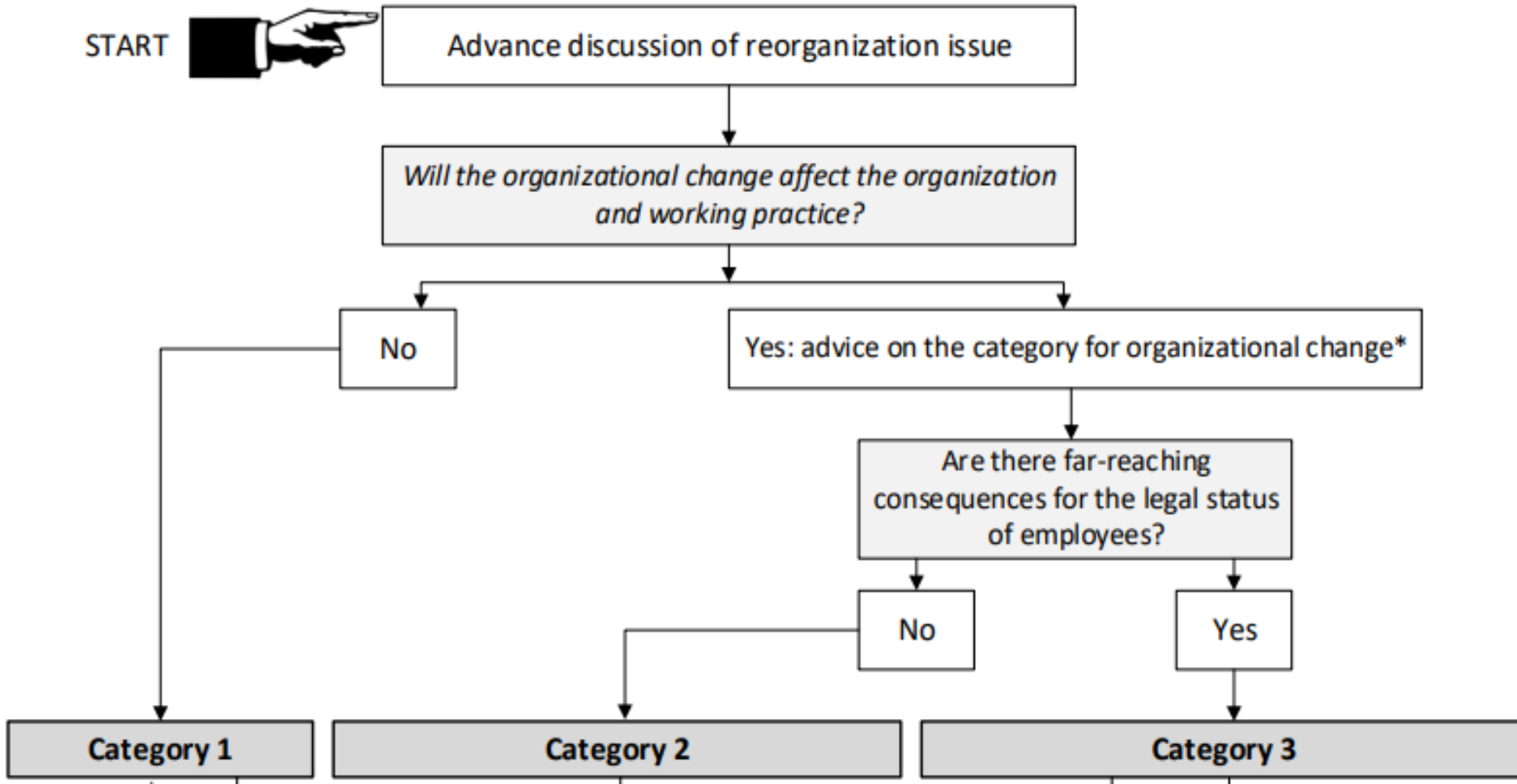
# REGULATIONS FOR ORGANIZATIONAL CHANGES

**Follow the University of Twente Regulation for organizational changes**

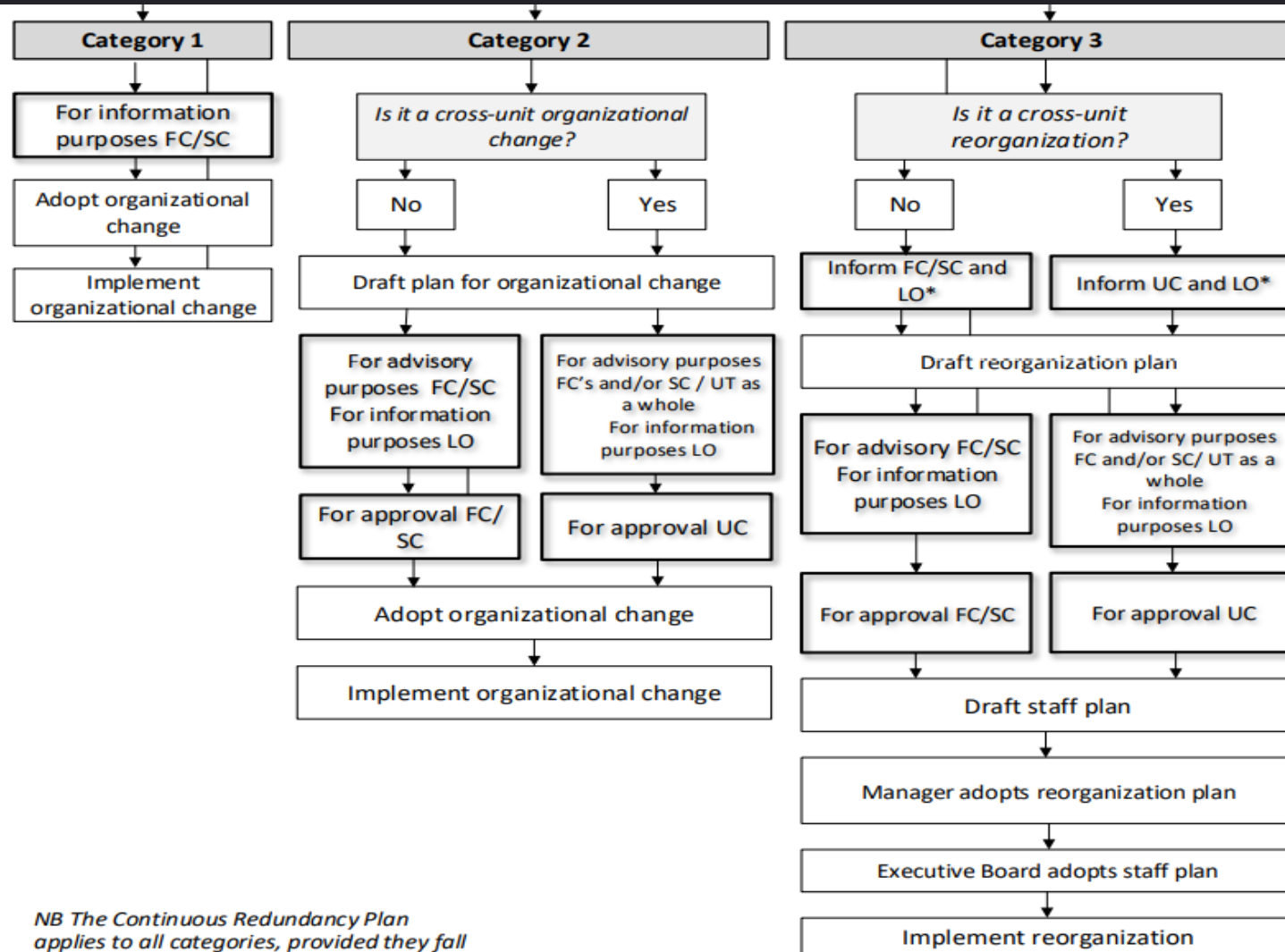
**Entails a working practice for organizational changes**

- **The role of the participation body's staff delegation (UC/UR, FR/FC or DR/SC)**
- **The role of the Local consultation body (OPUT)**

# REGULATIONS FOR ORGANIZATIONAL CHANGES



# REGULATIONS FOR ORGANIZATIONAL CHANGES



*NB The Continuous Redundancy Plan applies to all categories, provided they fall under the area of application as determined in Article 2 of the Continuous Redundancy Plan.*

*\* The request for advice about the category for organizational change also serves as notification*

# KEY STEPS REORGANISATION

- ✓ Initiating a reorganisation
- ✓ **Advice on the category** of organizational change from the participation body's staff delegation (UC, FC or SC)
- ✓ Written notification (inkennisstelling) to UC, FC or SC and OPUT (local consultation body) of the intended reorganisation
- ✓ Prepare a reorganisation plan
- ✓ Request **advice** from UC, FC or SC
- ✓ Request **consent** from UC, FC or SC
- ✓ Draft a personnel plan
- ✓ Consent on the Reorganisation plan
- ✓ Consent on the Personnel Plan
- ✓ Execution of the Reorganisation Plan
- ✓ **Parallel to the draft reorganisation plan and draft personnel plan (anonymised) in the Local Consultation:**
  - ✓ Discuss how to handle the significant legal consequences
  - ✓ In the Local Consultation, agree on whether CSR applies

# INTENDED PARTICIPATION PROCEDURE BASED ON CURRENT REGULATIONS AND CURRENT SITUATION

## Applicable in case of:

- Category 2 organisation change or category 3 organisation change (reorganisation) within a organisational-unit (unit) as a result of:
- Financial tasks from the EB for all the units based on the frameworks established in the Spring Memorandum 2025-2029.

## Follow the procedure as cross-unit organisational change

- Advice on the category: **the local participation body's staff delegation** on the category of organizational change.
- Advice will be sought from **the local participation body's staff delegation**.

## Further practical implementation

- Periodically updates to the UC on the status of unit-level plans.
- Copies to the UC of all formal steps with the local participation body.
- The UC will not withhold its consent on the sole ground that any reorganisations and/or organisational changes at unit level will not take place simultaneously.

# ROLE OF PARTICIPATION

If it remains one unit => current procedure suffices

But if multiple units at different times => procedure not sufficient

# ROLE OF PARTICIPATION IN CASE OF REORGANIZATION

Decentral process

Central process

Role FC derived from FB

Role UC derived from role EB

Participation follows control

# ROLE OF PARTICIPATION IN CASE OF REORGANIZATION

## Decentral process

- Involved in formulating criteria for plan
- **Advice** on draft reorganization plan by staff delegation

## Central process

- Check whether various plans are made according to agreed procedure
- Check whether plans are in line for the whole organization
- OPUT: how to handle => CSR
- Consider (difference in) timing start of implementation
- **Consent** with one or more plans

# ROLE OF PARTICIPATION IN CASE OF REORGANIZATION

Set-up information / comments / reactions point

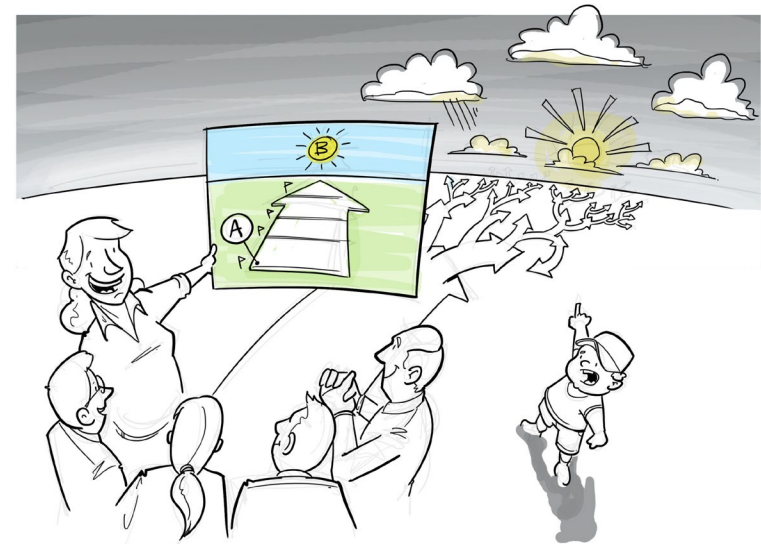
# ROLE OF PARTICIPATION IN CASE OF REORGANIZATION

Various units might encounter a different moment to adjust the organization

All have the same reason: change of budgetary constraints / overall shortage of money

Challenge:

How to ensure the UT is aligned, especially in implementation without creating unnecessary delays



# QUESTIONS / DISCUSSION

# CLOSURE