

Islands Communities Impact Assessment
2023 Restructure
Limited Assessment

18/09/2023

Limited Island Community Impact Assessment: Title

Step One – develop a clear understanding of your objectives:

UHI's Executive Office has a forecast budget deficit for 2023/24. Despite a programme of voluntary severance earlier this year, the financial challenges facing Executive Office remain.

Executive Office aims to restore a break-even position by the end of 2024/25. Like many public sector organisations, we face serious challenges caused by higher costs and declining resources. If we fail to address the deficit position, we risk the future financial sustainability of the institution.

Step Two – gather your data and identify your stakeholders:

The University employs circa 20 people based within island communities. The impact on island communities of the restructure of staffing is deemed to be negligible with 4 people at risk of redundancy, subject to completion of consultation. This breaks down as follows;

Isle of Lewis- 2

Orkney- 2

Through consultation it is very possible that one or more of the individuals will be removed from at risk and remain with the university.

The University provides a service to support the delivery of the islands strategy and run the islands forum. How this service is delivered to Islands stakeholders is being changed with the functions being imbedded within the Economic Development and Commercial Services department. This will not change the level of service provided to Islands partners and will remain equitable across island communities.

Step Three - Consultation:

We commenced consultation on 17th August with a planned end date of 25th September. Following this a short period of review will be conducted to understand the impact of any further changes that are required to the outcome of the process.

Can use table below to capture info.

Community and Stakeholder Engagement Event	Type	Who and where	Timeframe
Information and consultation committee (internal)	Collective consultation	The committee consists of 5 members of UHI Executive office staff committee who were democratically elected and 5 members of senior management	17 th August to 25 th September
Individual staff	Individual consultation	A minimum of 2 meetings will be held with each	17 th August to 25 th September

Limited Island Community Impact Assessment: Title

		staff member at risk with a mix of face to face and virtual meetings	

We believe that due to the low impact of the changes being consulted on, no external consultation is required with communities or others.

Step Four – Assessment:

Having reviewed the information, the impact to island communities is deemed to be negligible.

The changes currently being proposed will make no fundamental change to the services being offered to island communities with no economic or social impact.

Further redeployment opportunities are also available to staff including roles that can be flexible in location and include our island communities.

Step Five – Preparing your ICIA:

No further assessment is deemed to be required.

Step six – Making Adjustments to your work

No impact to services offered, as above.

Step Seven – Publishing your ICIA:

ICIA completed by: Michael Boylan

Position: HR Manager

Signature:



Date completed: 18/09/2023

ICIA signed off by: Lorna Walker

Position: Vice-principal Strategy, performance and culture

Limited Island Community Impact Assessment: Title

Signature: 

Date completed: 19/09/2023

ICIA approved by:

Position:

Signature:

Date completed: