

Talk

Thursday, April 18, 2024 3:26 PM

<https://indico.stfc.ac.uk/event/970/contributions/5886/>

Goal

- New starters and joiners, but going to assume some of the basic plan understood to keep to time.
- Can arrange to talk through the plan again.
- High-level plan. Department webinars cover this, so do attend.
- But detail of Divisional aspects not covered there.
- Significant increase to the number of groups. Average group leader is overwhelmed with stuff to do.
- Andrew was in minority of SLT who wanted to do the organisation more bottom up, but accepted position was that the Theme leads should have input into the group structure.
- Intention to reorganise the high-level department functions.

Status

- Nothing happening that's affecting activities in the division that isn't being presented by Tom G in the webinars.
- Ordinarily every band-G is approved by exec board. Stalled in Jan when they stopped approving. Since March, while the budgets are being worked out, approval is needed from head of Nat Labs.
- Bit stuck without approvals at the moment.

From Webinar

End State

- No change to original presentation.

Diagram

- Colour coding reflects the bulk of the original groups forming the new ones.

Fabric Team

New Posts

- Some change since original presentation
- People have got more expensive with the STEM grades. ~10% overall.
- Not all GL posts will be F
- Not all Theme leads will be G

Changes from Plan

- For majority, job won't change, though LM might.
- What happens if I'm going to end up where I don't want to end up?
 - Work will move to appropriate area
 - But conversations can be had about opportunities elsewhere, with GL or Andrew
 - We need to keep things working
 - Now not a great time as pause in progress (for maybe 2 months)

Announcing Opportunities

- Andrew will endeavour to circulate Band G and F and unusual/specialist roles
- No intention to stop people applying for anything

End State

- Job matching – 60% or more of the new role. Only at same band.
- Some scope for ambiguity and common sense.
- Shouldn't be anyone else matching
- Process has been inconsistent so far (in terms of advertising internally first)

Summary

- Nothing going on that isn't covered by Tom G. There just isn't much going on for a couple of months.
- Intent is to consult and talk to people
- Usually get budgets by May, but have seen ones in June.
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- There is a big hole in the budget, but no reason to be concerned about impact on the department for the moment.