

NATIONAL TRUST FOR SCOTLAND MEDIA RELEASE

20 March 2018

Trust announces new structure

Following a consultation process, the General Managers of conservation charity the National Trust for Scotland are ready to bring in new regional operational structures.

The new structures are designed to concentrate routine administrative management of the Trust's heritage properties between regional business support teams and Operations Managers, with the roles of staff based at properties re-cast to focus entirely on visitor services, improved visitor experiences and interpretation.

The proposals were originally launched on 16 January 2018 and subject to formal consultation with staff and the trade union Prospect until 19 February. General Managers in the Trust's six regions caring for built heritage properties reviewed the responses received and have adjusted their proposals as a result.

Across Scotland:

- Proposed compulsory redundancies have been reduced from 82 to 48 by accepting 25 requests for voluntary redundancies and de-risking 5 roles from redundancy
- The proposed number of new roles to be created has been increased from 64 to 70

The Trust has also announced a general 2% uplift in pay for its staff, as well as a new Pay & Grading structure that will bring about significant (in some cases in double percentage figures) increases for staff with key skills, such as gardeners.

The Trust's Chief Operating Officer, Patrick Duffy said:

"I am pleased to say that the conduct by all throughout consultation was exemplary, with a great deal of maturity and constructiveness being shown by those offering comment and feedback.

“General Managers have now had time to assess the responses and to make adjustments to their proposals where appropriate. They have been contacting their teams locally to confirm their decisions and are engaging with those staff directly affected.

“In listening to the feedback our General Managers have come out with structures that I am certain will deliver the change and modernisation we need if we are to encourage more people to engage with and enjoy their heritage.

“I commend the Prospect union for engaging in such a constructive dialogue during the consultation and in bringing forward a positive ballot result for our new Pay and Grading system.

“Although there will be redundancies, and we are very sensitive to the needs of those affected, there is also a very positive outcome in that so many new roles are being created. Each affected person effectively has two potential opportunities to find a new place within the Trust. We will be encouraging as many people as possible to apply once recruitment gets underway and giving all the support we can in the process.

“Broadly, administrative management and planning for properties will be shared between General Managers’ support teams and Operations Managers, with greater emphasis on developing visitor services quality and activities at property-level. The changes help to clarify operational decision-making and, together with our new Pay & Grading system, offer clearer opportunities for personal and career development through and across the range of activities in the Trust. For Scotland as a whole, with the Trust now recruiting extensively across its property portfolio, we have many ambitious projects in hand and planned for the future.

“These include a significant commitment to our nature conservation purpose and activities throughout Scotland, most recently recognised by achieving National Nature Reserve status for Glencoe and Mar Lodge Estate. In the coming months we will be raising the profile of the work we do to conserve some of our nation’s most magnificent landscapes.”

The changes represent the latest stage of a significant restructure of the Trust, which began at the Charity’s Edinburgh-based headquarters in 2016 and with a £17m programme of investment in select priority properties currently under way, the latest project of which, to save Charles Rennie Mackintosh’s Hill House, being announced last December. The Trust has

also seen record membership growth in the last two years and a third successive year of visitor growth.

Recruitment to the new structure will begin shortly and is expected to be completed by late April.

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