

Is your Works Council looking for criteria for assessing a reorganisation?

See the list of possible criteria below

- Starting with an inventory of existing bottlenecks.
- We need a management layer out.
- Modification of job content only on a voluntary basis
- and under offer of training and guidance
- In the change process, benchmarks must be set in advance appointed.
- The reorganisation must not be to the detriment of the ongoing operating budget.
- Powers must be lower in the organization invested.
- The progress of the reorganisation should be a recurring point in any work meeting.
- Changed and new functions must be assessed.
- The reorganisation must increase internal coherence.

Is your Works Council looking for criteria for assessing a merger?

See the list of possible criteria below

- No redundancies
- Even before the legal merger, there are plans that elaborate and financially substantiate the intended added value in terms of cost reduction.
- For the unavoidable modification of workplaces, social measures are taken and submitted to the works councils for approval.
- Choices about the future employee participation structure are left to the existing works councils.
- There are agreements on the development of a common social policy in the first year after the merger.
- The top structure (Executive Board and Supervisory Board) is clear and will initially be composed on the basis of equality of the merger partners.
- With every change in work processes, attention is paid to an adequate provision of personnel, both qualitatively and quantitatively. Qualitatively, mainly in the form of further training and refresher courses for employees already in service.
- The merger plans provide for an evaluation process with pre-agreed criteria and moments in time.

