

# 1 Introduction

This is the organisational plan of the new Erasmus Digitalisation & Information Services (EDIS) department. The new department is the result of a merger between the former IT (PRO), CIO-Office (ABD) and the Document Information Management (DIM) section of the RE&F (PRO) department. In order to create the new EDIS department, an intention to reorganise was drafted in April 2020. After discussing the intention with both the Executive Board (College van Bestuur (CvB)) and the relevant employee participation bodies, following the positive experiences gained in this respect during the organisational change of the IT department a (temporary) work organisation was again set up to first begin a trial run, as it were, with the proposed new organisation. The work organisation was launched on 23 September 2021 and evaluated in February 2022. Based on the results of that evaluation, it was decided to continue the process, which resulted in the present proposal to proceed with the conversion of the work organisation into the new EDIS department.

In the context of the 2021-2022 Collective Labour Agreement (CAO), the parties to that agreement have jointly decided to make a distinction between organisational changes that qualify as reorganisation (due to the threat of dismissal for the employees concerned) and (other) organisational changes that involve no such threat of dismissal and that can therefore be regarded as an 'organisational transformation'. In this context, it was decided while drafting this memorandum during the current organisational change that, due to the absence of a threat of dismissal, this organisational change also qualifies as an organisational transformation. For that reason, Chapter 9 Reorganisations of the Collective Labour Agreement does not apply and this organisational plan has been drawn up as a follow-up to the earlier intention to reorganise.

For a listing of the various parts of this organisational plan, I refer you to the table of contents.

## **2 Background and scope of the organisational plan**

This new organisational plan can be traced back to the intention expressed by the then Executive Board in 2020 to merge the former IT (PRO) and CIO-Office (ABD) departments and in that way create a stronger basis for the realisation of the organisation's strategic ambitions in the field of digitisation. At a later stage, in view of DIM's remit it was logically decided to add this department to the new department to be created.

Thanks to the employees involved in the organisational plan, a new inspirational name for the new department to be created was chosen during the phase in which the intention was formulated: the 'Erasmus Digitalisation & Information Services (EDIS) department'. A new name was also chosen for the intended new unit to be created after the merger of IT Policy, CIO-Office and DIM: 'CIO Office'. In order to distinguish this name from the 'CIO' (Chief Information Officer), whose role is combined with the position of Director of the EDIS department, the name 'CIO-Office' will always be used in any communication with this unit.

### **Which parts fall within the scope of this organisational plan?**

The Policy unit primarily falls within the IT department, the DIM department (RE&F) and the CIO Office (ABD) fall within the scope of this organisational plan. The Business Operations and Management Services units of the IT department also fall within the scope. All other units in the IT department therefore fall outside the scope of this plan.