

# Executive Member for Resources

Thursday, 29 November 2007

**Present:** Councillor Alan Cullens (Executive Member for Resources)

**Officers:** Lorraine Charlesworth (Corporate Director of Human Resources) and Tony Uren (Democratic Services Officer)

## 07.24 DECLARATIONS OF ANY INTERESTS

The Executive Member had no reason to declare an interest in the meeting's agenda item.

## 07.25 EXCLUSION OF THE PUBLIC AND PRESS

### Decision made:

**That the press and public be excluded from the meeting for consideration of the following item of business on the ground that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.**

## 07.26 HUMAN RESOURCES DIRECTORATE - RESTRUCTURE

The Executive Member for Resources considered a report of the Corporate Director of Human Resources seeking authority to implement a proposed new staffing structure for her Directorate.

The Executive Cabinet had, at its meeting on 4 October 2007, approved for consultation purposes proposals to revise the staffing structure of the Human Resources Directorate in order to establish a multi-skilled team that would be capable of adapting to the changing needs and priorities of the Council.

The proposals had been formulated to assist the evolution of the Human Resources role as an enabler, as opposed to the more traditional role of provider, and were compatible with both the efficiency/savings and shared services/joint working agendas.

The Director's report contained a schedule which summarised the respective staffs' responses to various aspects of the restructure plans. The representations and the Director's associated comments and recommendations were given due consideration by the Executive Member who concluded that none of the representations justified a material change to the original restructure proposals.

### Decision made:

**That the plans to restructure the Human Resources Directorate, as outlined in the Director of Human Resources' report to the Executive Cabinet on 4 October 2007 entailing the following proposals, be approved and adopted with effect from 1 January 2008:**

#### (i) The deletion of the following posts:

- Training Manager
- Senior HR Advisor (Training)
- Senior HR Advisor (Resourcing)
- Senior HR Advisor (Relations)

- HR Advisor (Resourcing)
- HR Administrator
- HR Assistant
- All temporary positions

(ii) The creation of the following posts:

- Human Resources and Organisational Development Manager
- 3 Human Resources Consultant posts
- Human Resources Advisor
- Human Resources Assistant
- Modern Apprentice

**Reasons for decision:**

The agreed structure is aimed at providing a 'fit for purpose' Human Resources function aligned to the needs of the service.

**Alternative option(s) considered and rejected:**

None.

Executive Member for Resources