

Agenda Item No.3 (a)

Derbyshire County Council

Cabinet Member for Council Services

16th February 2017

Report of the Strategic Director of Corporate Resources

**ORGANISATIONAL REVIEW OF THE COUNCIL'S SENIOR
MANAGEMENT STRUCTURE – NEXT PHASE OF IMPLEMENTATION IN
CORPORATE RESOURCES (HR)**

1 Purpose of the Report To seek approval, as part of the Council's four year programme to review its senior management structure and reduce costs, to establish the new post of Senior HR Service Partner.

2 Information and Analysis On 11th October 2016, Cabinet approved the report 'Organisational Review of the Council's Senior Management Structure – Update and Next Steps'. This set out proposals to restructure and reduce the costs of senior management in the Corporate Resources Department across three of its key functions – Finance, HR and Transformation (ICT) and followed on from a series of other reports in cutting the numbers of posts at a senior level.

Cabinet agreed to delete the posts of Director of Finance, Director of Transformation and Director of HR, as well as the related Deputy Director posts. Three new posts were established, subject to the approval of the Cabinet Member for Council Services, – Director of Finance and ICT, Head of ICT and Senior HR Service Partner, with the duties of the deleted posts being redistributed between the new posts and reallocated as part of the wider restructure.

This report is seeking approval to establish the new post of Senior HR Service Partner, a post set out in the 11th October cabinet report, with approval for its establishment delegated to the Cabinet Member for Council Services.

Following consultation with Members, officers and trade unions, a job description for the new post has been independently evaluated by Hay at Grade 17. This post will take responsibility for the operational leadership of HR and will report to the Strategic Director of Corporate Resources who will take an increased strategic role to support the post holder in ensuring effective HR service delivery.

As agreed by Cabinet on 11th October, this post will be initially offered as a secondment on a six month basis and recruited to from within the Council. During this time, the postholder will be supported by an external mentor/ advisor as previously agreed by the Cabinet Member.

After this six month period, the situation will be reviewed and a further report will be presented to the Cabinet Member in order that future management arrangements for HR may be considered.

3 Financial Considerations The cost of this post for a full financial year will be £92,571 including on costs. This is funded by the deletion of the director and deputy director posts, saving £164,481 with the balance of these savings contributing to departmental savings targets

4 Human Resources Considerations The new post will be advertised internally and appointed to on a six month basis.

5 Other Considerations In preparing this report the relevance of the following factors has been considered: social value, legal and human rights, prevention of crime and disorder, equality of opportunity, environmental, health, property and transport considerations.

6 Key Decision No.

7 Call-in Is it required that call-in be waived in respect of the decisions proposed in the report? No.

8 Officer Recommendation That the Cabinet Member approves the establishment of the post of Senior HR Service Partner.

Judith Greenhalgh
STRATEGIC DIRECTOR CORPORATE RESOURCES