



PERSONNEL COMMITTEE
7 June 2016

ITEM

Report of the Director of Governance and
Monitoring Officer and Director of Strategic
Services and Organisational Development

**Human Resources and Organisational Development
Restructuring Update**

SUMMARY

- 1.1 This report provides Committee with an update on the Human Resources and Organisational Development restructuring and includes the following documents:
- Appendix 2: Organisation Charts for HR and OD

RECOMMENDATION

- 2.1 To note the contents of this report and all the Appendices.

REASONS FOR RECOMMENDATION

- 3.1 The attached appendices show the new Human Resources and Organisational Development structure and the appointments down to Team Leader.

SUPPORTING INFORMATION

- 4.1 The new HR and OD structures were introduced on 1 June 2016 and it was felt to be appropriate to share the detail and the senior appointments with members of the Personnel Committee to facilitate constructive interaction between the two bodies

OTHER OPTIONS CONSIDERED

- 5.1 None.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Janie Berry, Director of Governance and Monitoring Officer Diane Sturdy, OD Manager David Cox Head of HR Gordon Stirling, Director of Strategic Services
For more information contact: Background papers: List of appendices:	David Cox Head of HR Appendix 2: Organisation Charts for HR and OD

IMPLICATIONS

Financial and Value for Money

- 1.1 The restructure proposals have been developed to enable the HR and OD service to focus on delivering improved services at lower cost whilst focusing on customer need.

The restructure proposals have been fully costed and approved by the Finance department, to ensure the new structures is delivered within agreed budgets.

Legal

- 2.1 The restructure proposal for HR and OD has been included in the statutory S188 notification to the Trade Unions, and is being consulted on at the regular collective consultation meetings with the trade unions.

Personnel

- 3.1 The Council's Consultation, Restructure and Redundancy policy and guidance is being followed.

IT

- 4.1 There may be IT implications arising from the implementation of the restructure, specifically around a case management system for the Strategic HR service. Any IT requirements arising will be subject to discussion with relevant IT colleagues.

- 4.2 The e-learning system will still be an integral part of the learning offer and is critical in the delivery of training to manage governance requirements. Regular communication with the IT department is ongoing.

Equalities Impact

- 5.1 An EIA will be developed prior to the full implementation of the proposals and the Equalities Lead will be contributing to the EIA.

Health and Safety

- 6.1 None arising directly from this report.

Environmental Sustainability

7.1 None arising directly from this report.

Property and Asset Management

8.1 None arising directly from this report.

Risk Management

9.1 A revised structure will support the delivery of the Council's objectives and minimise risk associated with the management of staff.

Corporate objectives and priorities for change

10.1 A skilled and motivated workforce.