



Report of the Corporate Director of Resources

HR Review Phase 2

RECOMMENDATION

- 1 To note the report

SUPPORTING INFORMATION

- 2.1 Phase 1 of the HR review saw the integration of transactional HR activity into the newly-established Employee Service Centre - ESC that has now been established in the Council House. The ESC now comprises payroll, HR administration - contract administration, etc, recruitment and HR management information.
- 2.2 Corporate HR was also reformed, leading to the re-alignment of some activities and the deletion of a number of posts.
- 2.3 Departmental HR teams were left in place following extensive consultation, as part of a compromise solution that delivered the savings target of £250k.
- 2.4 The context has now changed, however. There is a demand for further savings to contribute towards the budget gap in 2011/12 and there is a need for the re-alignment of support services following the reduction from five departments to four. The plans for single site office accommodation also raise fresh questions about the desirability of four separate HR teams based in four different locations. And DECATS has also put proposals for integration back onto the agenda.
- 2.5 In line with DECATS, Phase 2 of the HR review should see the integration of all remaining HR work. The new Corporate HR function would then be made up of four services...
 - Strategy, Policy and Learning
 - Organisational Reviews and Casework
 - The Employee Service Centre
 - Corporate Health and Safety Service.
- 2.6 Options are being worked up in relation to the full extent of workforce learning integration but all options should allow us to make a significant reduction in the number of heads of service in the current devolved arrangements as well as giving an opportunity to look for efficiencies through the elimination of duplication. Consistency of service and standards should also result.

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Background papers:	None
List of appendices:	Appendix 1 Implications

IMPLICATIONS

Financial

1. It should be possible to identify further savings from the integration of remaining HR activity.

Legal

2. None directly arising. Formal consultation with the trade unions as required by statute is being arranged in connection with the wider review of second and third tier posts.

Human Resources

3. Further improvement in the quality of the HR service provided to the Council will be an objective of the second phase of the HR review.

Equalities Impact

4. None directly arising. The corporate equalities function will be located in the proposed Strategy, Policy and Learning unit.

Corporate Priorities

5. Giving excellent services and value for money.