

Gloucester City Council

Meeting:	Special Organisational Development Committee	Date:	26 June 2014
Subject:	Review of Human Resources & Organisational Development – consultation responses and final proposal		
Report Of:	Corporate Director of Resources		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
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Appendices:	1. Review of Human Resources & Organisational Development - Consultation Document		
	2. Consultation responses and final proposal		

FOR GENERAL RELEASE

1.0 Purpose of Report

1.1 This report sets out details of the responses received and considered during the period of consultation on the proposed changes to the Human Resources & Organisational Development service. The report seeks the approval for the proposed structure.

2.0 Recommendations

2.1 Organisational Development Committee is asked to **RESOLVE** that the proposed structure for the Human Resources & Organisational Development team, set out in Appendix 2 to the report, be agreed.

3.0 Background and Key Issues

3.1 Proposals to review the Human Resources & Organisational Development team were presented to staff on 19 March 2014. This was the start of a period of consultation with both staff and recognised Trade Unions, with the close of the consultation being on the 02 May 2014.

3.2 As a result of the consultation, 3 responses were received from staff. The proposals were also presented to the Trade Union Consultation Meeting and Employee Forum for comment.

3.3 Since the consultation period ended, it has been confirmed that the current arrangements for the Apprenticeship Scheme will come to an end in September

2014. As such, the provision to continue with the Apprenticeship Scheme in-house has been included in the final proposals.

3.4 Having considered the comments received; there has been no significant change to the initial proposals. Continuing with the Apprenticeship Scheme, without the use of Consultants, will produce a saving for the Council and will result in an in-house comprehensive HR & OD service.

3.4 It is acknowledged that the ongoing uncertainty brought about by these changes can be worrying for those staff involved, and senior managers will continue to offer support.

3.5 It is proposed to carry out the recruitment for the new posts as soon as possible.

4.0 Alternative Options considered

4.1 The way in which HR is structured to deliver its services is a key factor in determining its operational success.

4.2 As such, no alternative proposals were considered to be viable.

5.0 Reason for Recommendations

5.1 It is clear that current organisational needs demand a greater delivery of competitive advantage, via HR & OD agendas and practices, and require HR to have a true strategic influence that is internally coherent with the values of the Council and aligned to its goals and objectives.

6.0 Future Work and Conclusions

6.1 On approval of the proposed structure, the selection process will commence.

7.0 Financial Implications

7.1 This service review will result in a saving of £20,054 (+ approximately 30% on costs £29,579). The creation of the HR Officer role will save a further £10,687, as agency staff will no longer be required to carry out payroll and pension queries. The total saving is therefore £30,741.

(Financial Services have been consulted in the preparation of this report)

8.0 Legal Implications

8.1 There are no legal implications from this proposal.

(Legal Services have been consulted in the preparation of this report).

9.0 Risk & Opportunity Management Implications

9.1 The proposed structure offers the appropriate level of resource to ensure an efficient and effective HR & OD team and as such, there are no risks associated with the proposals.

10. People Impact Assessment (PIA)

10.1 A PIA has been completed with no positive or negative impacts.

11. Other Corporate Implications

Community Safety

11.1 Not Applicable

Sustainability

11.2 Not Applicable

Staffing and Trade Unions

11.3 All staff affected by these changes, together with the recognised Trade Unions, have been consulted throughout this process.

Background Documents: None