

AGENDA ITEM NUMBER:

TO: EMPLOYMENT COMMITTEE – 26th JUNE 2006

SUBJECT: PERSONNEL ESTABLISHMENT

FROM: CORPORATE PERSONNEL SERVICES

1. PURPOSE OF REPORT

To request a change to the establishment agreed at the Employment Committee meeting of 11th April

2. BACKGROUND

- 2.1 The Employment Committee approved a report on the outcomes of the administration review at its meeting of 11th April 2006. One of the recommendations of that report was the centralisation of the personnel function within the Council and the establishment of a personnel officer post at Grade C.
- 2.2 Part of the current establishment for Personnel Services includes a learning and development post on a temporary contract. Since the report in April the Learning and Development Officer has moved on to a full time post at another Council.

3. PROPOSAL

- 3.1 It is proposed to split the Grade C Personnel Officer post approved in April into two part time posts: one to replace the Learning and Development Officer on a permanent basis at either Grade E1 or E2 depending on evaluation; and one to make a job share post with the existing Senior Personnel Officer on Grade D.
- 3.2 This arrangement will replace a resource that has proved its worth in enabling the Council to meet its objectives for both Officer and Member development and also provide sufficient access to senior advice for all managers across the Council

4. POLICY AND BUDGET FRAMEWORK

- 4.1 There are no budget implications from this decision as the resources will be distributed across the two posts within the allowance already agreed for the Grade C post.

4. **RECOMMENDATIONS**

- 4.1 The committee are requested to approve the establishment of a part time Learning and Development Officer post and a part time Senior Personnel Officer post within Corporate Personnel Services.

Karen Pearce
Assistant Chief Executive (Personnel)

BACKGROUND PAPERS

Employment Committee 11th April 2006
Executive 11th April 2006

Areas in District Affected: **None**

Key Decision: **No**

For further information about this report please contact:

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