

**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**Report of Director of Human Resources, Performance and Communications**

**Report Title: Creation of a temporary Grade 10 position for a period of 1 month (1<sup>st</sup> to 31<sup>st</sup> March 2017) on the existing Human Resources, Performance and Communications structure**

**Implementation Date: 1 March 2017**

**1. Authorisation**

**Author**

**Amanda Glew, Organisation Development Manager**

**Author Contact: 01226 772206**

**Date: 19 December 2016**

**Signed by Head of Service:**



**Certification by Director: CHIEF EXECUTIVE**

**Date: 17/1/17** 

**Cabinet Spokesperson (for items over £500,000):**

**Date:**

**Authorisation by Finance:**



**Date: 21.12.16**

**Comments- Pay and Reward**

**Date: 22/12/16.**

**Grade checked  
K. Colbourne**

**Authorisation by the Director of Human Resources,**

**Performance and Communications:**

**Date:**   
16.1.17

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## 2. Introduction/Background

This report seeks permission to create a temporary Grade 10 Workforce and Vocational Manager position on the current Organisation Development Team structure within Human Resources, Performance and Communications for a period of 1 month from 1<sup>st</sup> to 31<sup>st</sup> March 2017. The current structure is attached as Appendix 1 and the proposed structure is attached as Appendix 2.

## 3. Proposal and Justification

Human Resources, Performance and Communications are currently in the process of implementing a new structure which will go live on 1<sup>st</sup> April 2017. As part of the restructure, a Grade 10 Workforce and Vocational Development Manager post has been created. This proposal will enable a temporary Grade 10 position to be created on the existing Organisation Development Team structure to allow the successful postholder to be appointed early to assist with the smooth transition to the new structure. The post will be funded from the Organisation and Workforce Improvement budget.

## 4. Employee Implications

The report will result in the creation of a temporary Grade 10 position for a period of 1 month from 1<sup>st</sup> to 31<sup>st</sup> March 2017.

## 5. Financial Implications

	<u>2016/17</u> (£)	<u>2017/18</u> (£)	<u>2018/19</u> (£)	<u>Later</u> <u>Years</u> (£)
Capital Expenditure	0	0	0	0
<b>To be financed from:</b>				
	<u>2016/17</u> (£)	<u>2017/18</u> (£)	<u>2018/19</u> (£)	<u>Later</u> <u>Years</u> (£)
Revenue Effects	4,101			
	4,101	0	0	0
<b>To be financed from:</b>	Contained within existing resource envelope.			

## 6. Consultation

Director of Human Resources, Performance and Communications

Director of Finance, Assets and Information Services

## 7. Recommendations:

Please see recommendations list attached as Appendix 3.

## **8. List of Appendices**

**Appendix 1 – Current Structure**

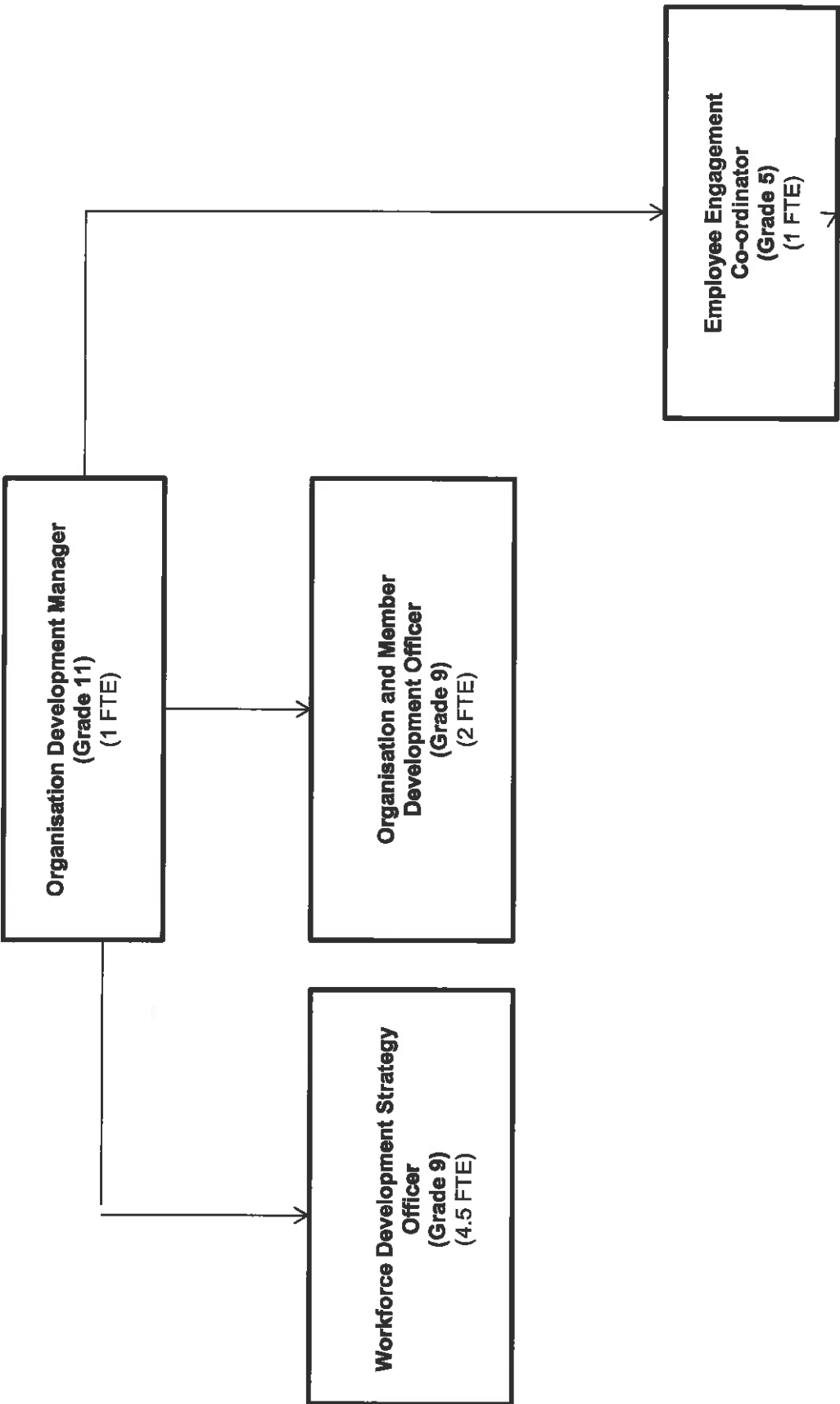
**Appendix 2 – Proposed Structure**

**Appendix 3 – Recommendations List**



**Organisation Development Team – Current Structure**

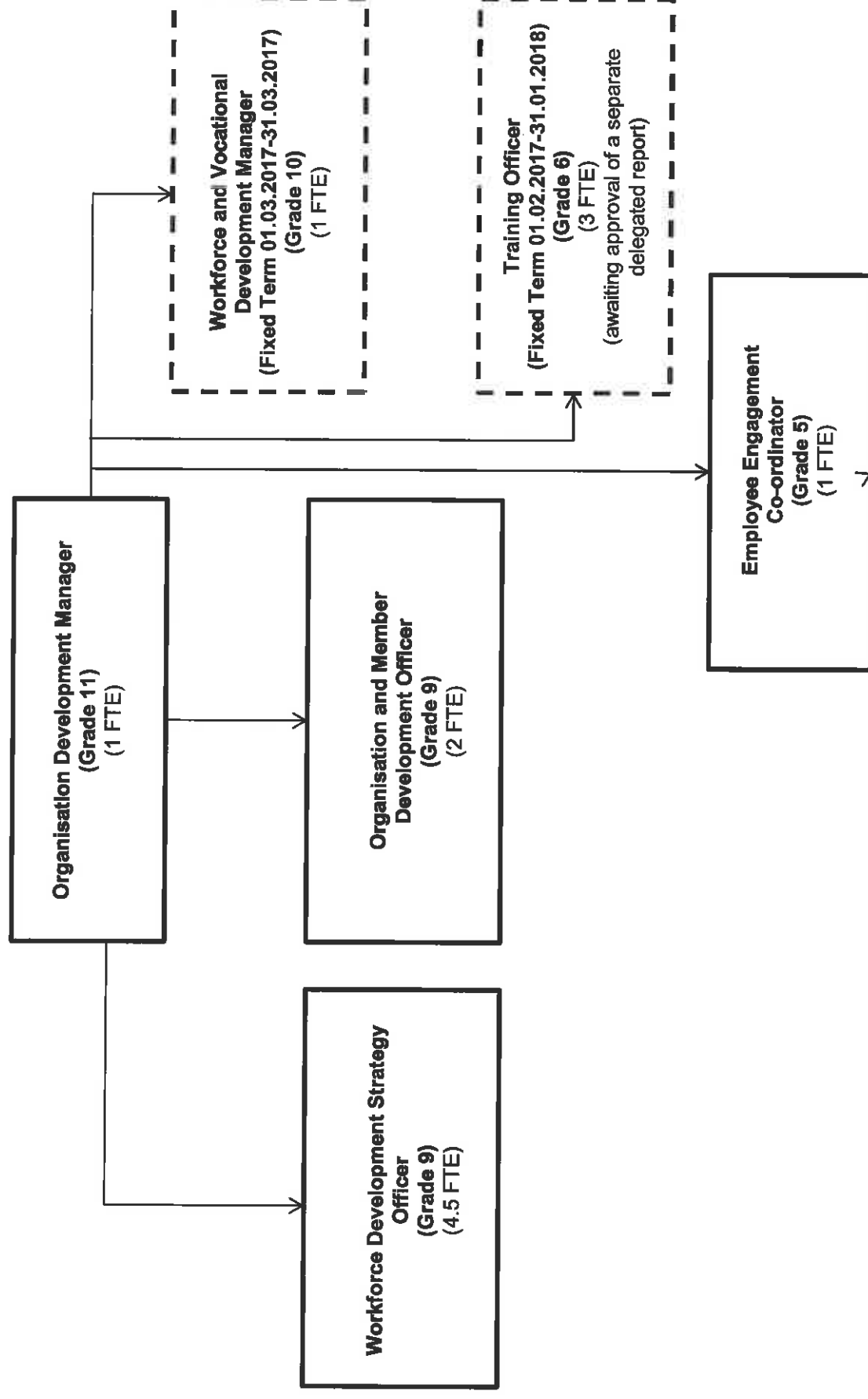
**Appendix 1**





# Organisation Development Team – Proposed Structure

## Appendix 2





## Appendix 3

[illegible]

