

DECISION MONITORING
EXECUTIVE MEMBER FOR HUMAN RESOURCES
AND DIVERSITY

DATE OF MEETING	ITEM AND DECISION	ACTION/ PROGRESS
6th October, 2008	<p><u>Increase of Staffing to Support Delivery of 18 Children's Centres (Children's Services)</u></p> <p>APPROVED – The establishment of six new Deputy Heads of Children's Centres, two full time family workers, one full time Senior Early Years Worker, six Information Assistants, two Centre Assistants and one Administrative Assistants, as detailed in the report, subject to successful job evaluation and the pay and grading review.</p>	<p>Shortlisting for Deputy Head posts 12/3/10. Interviews to be held 24/3. Other posts still being held for VFM restructures</p>
2nd September, 2009	<p><u>Establishment of Fixed Term Posts to Support Delivery of Transforming Social Care (Adult and Community Services)</u></p> <p>APPROVED – To establish 2 Service Design Leads fixed term posts; a Finance Officer fixed term post and a Project Manager fixed term post to support delivery of the Transforming Social Care Programme, as detailed in the report.</p>	<p>Project Officer commenced in post on 11 January 2010.</p> <p>Service Design Lead recruitment currently on hold due to lack of applicants. Further assessment of requirement for post to be taken within the next few months.</p>

30th September, 2009	<u>Proposed re-alignment of management structure of the HR/OD function</u> <u>(Chief Executive's Department)</u> APPROVED –The proposals for the re-alignment of the management structure of the Human Resources and Organisational Development function in the Chief Executive's Department, for implementation with effect from 1 st October 2009, as detailed in the report.	One senior manager appointed internally to commence employment 23 rd November 2009. One senior manager appointed externally due to start in April. Second post subject to further discussions
25th November, 2009	<u>Restructuring the Albert Halls Senior Staff, Value for Money Review</u> <u>(Adult and Community Services)</u> APPROVED - the restructuring of the senior management structure within the Albert Halls.	Recruitment processes now complete Business Development Manager post interviewed and appointed to on 1/3/10
25th November, 2009	<u>Information Management Restructure</u> <u>(Children's Services)</u> APPROVED - subject to the results of the outstanding job evaluations being as anticipated, the restructure to the Children's Services Information Management Unit as detailed in the report.	Applications received from employees on VFM review. Interview for one post 9/3/10

25th November, 2009	<u>Strategy and Performance Team Restructure (Children's Services)</u> APPROVED - subject to the results of the outstanding job evaluations being as anticipated, the proposed restructure of the Strategy and Performance Team as detailed in the report.	Posts have now been evaluated, recruitment proceeding – sent to advert
20th January, 2010	<u>Parenting Support Officers</u> APPROVED – the establishment of two Parenting Support Officers on a fixed term basis until 31 st March, 2011, as detailed in the report.	Posts held on vacancy bank for VFM
24th February, 2010	<u>Planning Division Value for Money (Development and Regeneration)</u> AGREED – (i) The proposals for the Planning Division as detailed in the report; and (ii) To delegate implementation of the new structure, including details of voluntary redundancy arrangements and consequential recruitment and selection, to the Chief Executive and Director of Development and Regeneration	Restructure implemented as per report. Four people on redeployment

24th February, 2010	<u>Appointment of Temporary Programme Officer (Development and Regeneration)</u> AGREED – The establishment of a temporary Programme Officer post as detailed in the report	Post ring fenced to those on redeployment following the Planning restructure. Closing date for expressions of interest 19/3/10
24th February, 2010	<u>Community Meals Provision (Adult Services)</u> AGREED – The recruitment of the additional staff identified in the report that are required at the Albert Halls Kitchen	Advertisement information, job description etc. currently being collated for advert shortly
24th February, 2010	<u>Amendments to the Restructure Procedure (Chief Executives)</u> APPROVED – The proposed amendment in relation to the Council's Restructure Procedure as detailed in the report	Policy updated

24th February, 2010	<u>Update on Newly Established Apprenticeship Posts (Chief Executives)</u> APPROVED – The establishment of the new apprentice posts as detailed in Appendix 1 to the report	For information
24th February, 2010	<u>Future Jobs Fund Posts (Chief Executives)</u> APPROVED – The establishment of the future jobs fund posts as detailed in Appendix 1 to the report	For information
24th February, 2010	<u>Planning, Performance and Resources Division – Management Restructure (Children's Services)</u> AGREED – The proposed restructuring of the management of the Planning, Performance and Resources Division subject to the outcome of satisfactory job evaluation: (i) The proposed removal of the post of Strategic Services Manager; (ii) The proposed amendments to the responsibilities of the Policy, Performance and Analysis Manager and the associated regarding of the post from Grade 11 to Grade	

	<p>12;</p> <p>(iii) The proposed amendments to the responsibilities of the Knowledge and Information Manager and the associated regarding of the post from Grade 10 to Grade 12;</p> <p>(iv) The creation of the post of Children's Services Capital Programme Manager Grade 12;</p> <p>(v) The removal of the post of Unit Manager – Asset Management; and</p> <p>(vi) The proposed implementation timeline</p>	
<p>24th February, 2010</p>	<p><u>Pupil and Student Services Restructure (Children's Services)</u></p> <p>AGREED – (i) The proposed reduction in the number of posts in the team by three (2.5 FTE);</p> <p>(ii) The proposed amendments to the responsibilities of the Assistant Manager to reflect the team's responsibilities with regards to school transport;</p> <p>(iii) The proposed amendments to the responsibilities of the remaining Senior Administrative Officers with regard to the teams new responsibilities for the coordination of in year admissions; and</p> <p>(iv) The proposed implementation timeline</p>	<p>Consultation ongoing</p>

24th February, 2010	<u>Annual Review of Market Rate Supplements (Chief Executives)</u> APPROVED – the proposal to remove all market rate supplements in line with the outcomes of the review	Letters mailed to staff 11/3/10 and all stakeholders notified payments to be removed 1/4/10
---	--	---