

**DECISION MONITORING**  
**EXECUTIVE MEMBER FOR HUMAN RESOURCES**  
**AND DIVERSITY**

<b>DATE OF MEETING</b>	<b>ITEM AND DECISION</b>	<b>ACTION/ PROGRESS</b>
<b>6<sup>th</sup> October, 2008</b>	<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>Deputy Heads recruitment ongoing. For other posts formal offers have been made. Deputy Head posts re-evaluated, recruitment to be re-commenced. Held for redeployees following VFM reviews and restructures, and matching exercises currently taking place.</p>
<b>25<sup>th</sup> February, 2009</b>	<p><u>Principal Strategy Officers (Development and Regeneration)</u></p> <p>APPROVED - The establishment of two Principal Strategy Officer posts within Strategic Housing Services, as detailed in the report subject to the Pay and Grading Review.</p>	<p>There has been significant delay nationally in determining the new arrangements for the ALMO's. As these posts are directly related to the new funding regime, recruitment has been put on hold.</p>

<b>25<sup>th</sup> February, 2009</b>	<p><u>Delivery of Integrated Early Intervention and Prevention Services Through a Network of Children's Centres to 19,000 Under Fives and their Families (Children's Services)</u></p> <p>APPROVED – The Early Start staffing establishment be increased, to meet the Children's Centres delivery requirements, as detailed in the report, subject to the Pay and Grading Review.</p>	<p>All posts have been advertised internally.</p> <p>Centre Assistants Information Assistants and Auxilary going to External advert Interviews Red Lane and Early Years week beg. 21/9. Community wkr to be advertised as 12 mth Fixed term. External Adverts closing date 23/10. Interviews for all posts to take place between 11<sup>th</sup> November and 24<sup>th</sup> November</p>
<b>3<sup>rd</sup> June, 2009</b>	<p><u>Restructuring of Joint Finance Unit (Children's Services)</u></p> <p>APPROVED – The proposals to restructure the Children's Services Department's Joint Finance Unit, as detailed in the report.</p>	<p>Re-advertised interviews to take place 16/10 and 19/10. Successfully appointed to.</p>

<b>29<sup>th</sup> July, 2009</b>	<u>Putting People First and Transforming Social Care (Adult and Community Services)</u>  APPROVED - The recruitment of 3 Occupational Therapists to support the delivery of the rehabilitation and prevention agenda and to be funded from the shift in resources from within care budgets, as detailed in the report.	Pay and Grading results received on Wednesday 5 August 2009. Posts will be advertised imminently.  Posts currently advertised – closing date 29 September 2009.  Currently being Shortlisted. Interviews have taken place.
<b>29<sup>th</sup> July, 2009</b>	<u>Legal and Regulatory Services – Corporate and Property Team (Chief Executive's Department)</u>  APPROVED – The restructure to the Corporate and Property team within Legal and Regulatory Services.	One post filled internally second post advertised externally closing date 19 <sup>th</sup> November 2009.
<b>29<sup>th</sup> July, 2009</b>	<u>Increase to Establishment in the Business Support Unit (Children's Services)</u>  APPROVED – The establishment of a Customer Relations Officer, as detailed in the report, subject to the successful job evaluation process.	Post evaluated. Going to internal advert week beginning 14/9/09. Held by Corporate Redeployment. Held for Planning VFM.

<p><b>29<sup>th</sup> July, 2009</b></p>	<p><u>Communications and Marketing Agency: Flexible Retirement Fixed Term Post Approval</u> (Chief Executive's Department)</p> <p>APPROVED – (ii) that the Principal Marketing Officer – BSF be appointed to the remaining 18.5 hours of the Principal Marketing Officer for Children's Services and to continue in a part-time capacity as Principal Marketing Officer for BSF; and</p> <p>(iii) to the post of Marketing Officer - BSF on a one year fixed term contract as detailed in the report.</p>	<p>Appointment made internally.</p> <p>Appointment made start date to be agreed on receipt of satisfactory references and medical clearance.</p>
<p><b>2<sup>nd</sup> September, 2009</b></p>	<p><u>Establishment of Fixed Term Posts to Support Delivery of Transforming Social Care</u> (Adult and Community Services)</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>Finance Officer – Currently advertised externally. Shortlisting in progress.</p> <p>Project Manager – Advertised Internally - Closing date 29 September 2009. No applications received – currently out to external advert. Shortlisting in progress.</p>

<b>2<sup>nd</sup> September, 2009</b>	<u>Proposed New Structure for a Joint Performance and Improvement Team (Development and Regeneration)</u>  APPROVED – The new structure for a joint Performance and Improvement Team, as detailed in the report now submitted.	Recruitment completed new structure implemented.
<b>2<sup>nd</sup> September, 2009</b>	<u>Future Job Fund Posts (Chief Executive's)</u>  APPROVED:- (i) The establishment of new future jobs fund posts in principle; and  (ii) The establishment of a co-ordinator's role for the duration of the Scheme, subject to the successful job evaluation process.	Interviews to be held 1 <sup>st</sup> December 2009.
<b>30<sup>th</sup> September, 2009</b>	<u>Proposed re-alignment of management structure of the HR/OD function (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 <sup>st</sup> October 2009, as detailed in the report.	One senior manager appointed internally to commence employment 23 <sup>rd</sup> November 2009. Two remaining senior posts to be advertised externally on a fixed term basis. Management information Officer post recruited an internal candidate start

		date to be agreed.
<b>30<sup>th</sup> September, 2009</b>	<p><u>Establishment of a new 18 months fixed term post – Business Support Officer Carers (Adult and Community Services)</u></p> <p>APPROVED – The establishment of an 18 month fixed term, part time post of Business Support Officer Carer, as detailed in the report.</p>	<p>Currently advertised to At Risk staff. No applicants.</p> <p>Currently advertised on the internal bulletin.</p>
<b>28<sup>th</sup> October, 2009</b>	<p><u>Review of the Supported Employment Service (Environmental Services)</u></p> <p>APPROVED – The proposals on the recommended way forward for the supported employment service, as detailed in the report now submitted, as a basis for consultation with staff, trades unions and other key stakeholders and that a report back on the outcome be submitted to a future meeting of this Executive Member.</p>	<p>Formal Consultation as started and feedback from staff and Trade Unions is ongoing.</p>

<b>28<sup>th</sup> October, 2009</b>	<u>Inspiring Tonge with the Haulgh: Design Phase (Children's Services)</u>  APPROVED – The recruitment of one full-time Inspiring Communities Co-ordinator post and two full-time Learning Mentors both fixed term until 31 <sup>st</sup> March, 2011, as detailed in the report.	Inspiring Communities Co-ordinator post Advertised with closing date 19 <sup>th</sup> Oct Both Learning Mentors successfully appointed to.
<b>28<sup>th</sup> October, 2009</b>	<u>Redesign of Hospital and Intermediate Care Services (Adult and Community Services)</u>  APPROVED – (i) The new model of Hospital and Intermediate Care Social Work Services; and  (ii) To the establishment of a permanent Team Leader and a temporary Head of Service, Urgent Care, as detailed in the report, subject to the satisfactory conclusion of consultation with Trades Unions.	Consultation complete. Currently advertised internally.