

ANGUS COUNCIL

RESOURCES & CENTRAL SERVICES COMMITTEE

12 MARCH 2004

PERSONNEL SERVICES' ESTABLISHMENT

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report recommends the establishment of a post of Senior Personnel Adviser within Personnel Services, to be outposted to the Education Department within the budget resources previously agreed by the council.

1. RECOMMENDATION

The Committee:

- i Agree to the establishment of a post of Senior Personnel Adviser, grade AP8 within Personnel Services.
- ii Note that the post will be outposted to the Education Department.

2. BACKGROUND

The staffing structure of the Personnel and Employee Relations section of Personnel Services was originally devised on the basis that there would be minimal input in regard to teaching staffs, any input being restricted to the development of personnel policies for application to all staff.

This reflected the historical position within Tayside Regional Council.

Since the 1996 reorganisation however the interface between professional personnel and teaching staffs has been increasing with an increasing tendency to seek professional personnel support from Personnel Services and an increasing awareness that dedicated professional personnel support is required for this significant part of the council's workforce.

This position has also been reflected in Dundee City Council which now provides support from their central personnel service and in Perth & Kinross where a personnel professional is outposted.

In 2003 a Best Value Service Review of Personnel and Employee Relations recognised these changes and recommended that there be discussion between the Director of Education and the Personnel Services Manager.

The outcome of these discussions is an acknowledgement of the need for professional personnel support for teaching staffs, and indeed an acknowledgement of the increasing need for professional personnel support on an outposted basis for the Education Department as a whole – such support having oversight of the department's staffing section.

Such a role warrants the provision of a senior personnel practitioner on grade AP8 and both the Personnel Services Manager and the Director of Education agree that existing staff resources within the Personnel section cannot meet this need.

These deliberations coincided with corporate consideration being given to the increase in pressures on central support services and a bid for funding to establish a senior post was submitted against that funding made available in the 2003/04 revenue budget exercise to address such pressures.

The bid was considered, and approved, by a meeting of Angus Council on 18 December 2003. Report No 1473/04 by the Chief Executive and Director of Finance refers.

3. PROPOSAL

This committee is now requested to formally establish a post of Senior Personnel Adviser, grade AP8, within Personnel Services, the post to be outposted to the Education Department.

4. FINANCIAL IMPLICATIONS

The establishment of a post of Senior Personnel Adviser will result in an estimated cost of £40,000 within a full financial year. Funding of £31,000 for the post was approved by Angus Council on 18 December 2004, this funding now included in the 2004/05 revenue budget for Personnel Services. The balance, £9,000 will be funded via a virement from the Education Department revenue budget to the Personnel Services revenue budget.

5. HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with the terms of this report.

6. CONSULTATION

The Director of Education is in agreement with the proposed outposting arrangement and the terms of this report. The Director of Finance and Director of Law & Administration have been consulted on the terms of this report.

A B Watson
Chief Executive

HR/PerServMan

NOTE No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.