

20 September 2023**Agenda Item:****REPORT OF SERVICE DIRECTOR – CUSTOMERS, GOVERNANCE AND
EMPLOYEES****ESTABLISHMENT OF POSTS TO DELIVER HR WORKFORCE AND OD
(HRWOD) ACTIVITY FUNDED BY THE CONTAIN OUTBREAK MANAGEMENT
FUND (COMF)****Purpose of the Report**

1. To establish temporary COMF funded posts in the HRWOD team to deliver the outcomes agreed in the previously approved two bids.

Information

2. The impact of Covid continues to be felt through the health and wellbeing impact on individuals and teams and the backlog of work created by the intense focus required for Covid support for a significant period. This is recognised by the COMF funding being extended to August 2024.
3. We had 2 bids successfully agreed in May 2023 that we brought to a cabinet member meeting and had approval to establish a number of posts. The bid was put in at short notice and on reflection omitted some roles that would help us track the delivery and undertake the linked administration. We put in an addendum to that bid for some more support resource to help with the monitoring and roll out of the work and that has been approved.

Other Options Considered

4. A) Continue to deliver activity with current resource level. The outcomes we want to achieve would have put pressure on the existing HRWOD resource.
B) Request additional funds directly from the council to support the resources needed. This was considered, and may still be required in future, however when we became aware of the COMF funding and the strong alignment to the outcomes needed across the council and schools, that became the preferred option. COMF funding was also preferred as it does not put any strain on our revenue budget and it will allow us to assess the impact of the resource if we do want to put a business case in for 2024/5.

Reasons for Recommendations

5. To establish temporary posts in the structure to support the delivery of a range of HRWOD activity across the council and schools to support managers and staff.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability, and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

7. The funding for the posts is through the approved COMF bids which have been approved. There may be ongoing financial implications following the implementation of the work outlined in the COMF bids, this will be assessed when we evaluate the outcomes. Any future implications will form part of a follow up report.

Human Resources Implications

8. The HR implications are implicit in the report in that new posts will be established in the team. They will be advertised and go through a recruitment process and will provide development opportunities within the Council. Backfill will take place through agency staff where appointments are made internally.

Data Protection and Information Governance

9. There are no data protection or GDPR issues arising from this report as all the information contained is generic and cannot be attributed to individual employees.

Public Sector Equality Duty Implications

10. Work has been undertaken to understand the potential additional risk factors presented by Covid-19 to specific groups of employees. Targeted actions have been identified to address these specific issues. We continue to work with Health partners to provide relevant information. We continue to engage with the recognised Trade Unions and Council's self-managed groups and support networks to ensure we take full account of the concerns and needs of the entire workforce.

RECOMMENDATION

It is recommended that the Cabinet Member for Personnel:

- 1) Approves the posts listed below to be established on a temporary basis for 12 months as part of the addendum to the two approved COMF bids:
 - o Band A post in HRWOD team

- 2 x HR Support Assistants
- 1 x Business Support (supporting OH service)

Marjorie Toward
Service Director – Customers, Governance and Employees
Chief Executives Department

For any enquiries about this report please contact:

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Constitutional Comments (KK 15/09/2023)

11. The proposals in this report are within the remit of the Cabinet Member for Personnel.

Finance Comments (SES 15/09/2023)

12. The financial implications are set out in paragraph 7 of the report.

13. The funding for the posts is through the approved COMF bids which have been approved. There may be ongoing financial implications following the implementation of the work outlined in the COMF bids, this will be assessed when we evaluate the outcomes. Any future implications will form part of a follow up report.

HR Comments (JP 18/09/2023)

14. Recruitment to the posts identified in the report will be in line with the appropriate policy and procedures including recruitment and selection.

Background Papers and Published Documents



Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- 2 x COMF bids

Electoral Division(s) and Member(s) Affected

- All

Authorisation

Cabinet Member for Personnel	Signed 	Name Councillor Gordon Wheeler	Date 20.9.23
Service Director - Customers, Governance and Employees	Signed 	Name Marjorie Toward	Date 20.9.23