

AGENDA ITEM 22: APPENDIX R

WAVERLEY BOROUGH COUNCIL

EXECUTIVE – 30/09/2014

Title:

**STRATEGIC HUMAN RESOURCES (HR) SERVICE - PROPOSED
RESTRUCTURE**

**[Portfolio Holder: Cllr Robert Knowles]
[Wards Affected: All]**

Summary and purpose:

The purpose of this report is to recommend a proposed restructure of the Strategic HR Service and the deletion of the part-time Head of Strategic HR.

How this report relates to the Council's Corporate Priorities:

Value for Money: this proposed restructure continues to support Waverley's strategic aim to ensure that the Council is equipped to provide excellent services to local people and strong community leadership by creating a high performing staff team to deliver high quality front line services.

Financial Implications:

There are no additional costs arising from this report. The recommendations aim to provide for a continued robust Strategic HR function to support the delivery of Council services.

The existing budget of £12,000 for external support from Surrey County Council will be reallocated to regrade the Strategic HR Manager should this be justified by job evaluation and to retain the services of South-East Employers as appropriate.

Legal Implications:

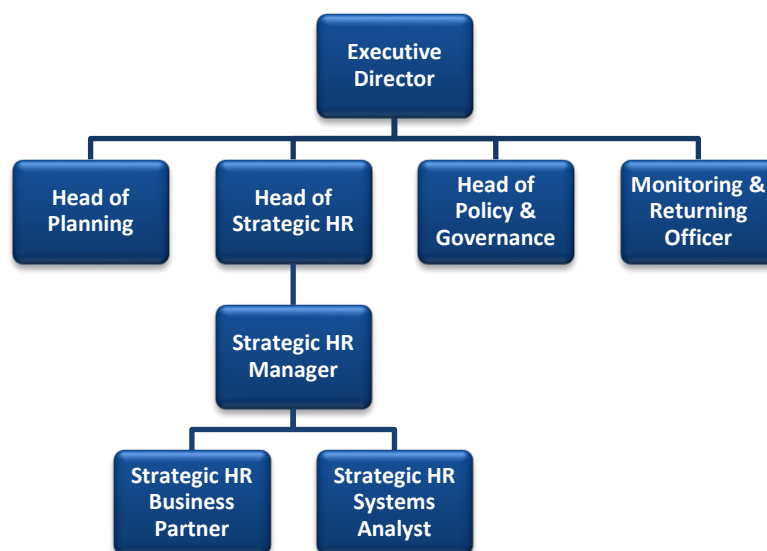
This proposed restructure will ensure that Waverley continues to receive robust employment law advice and a robust and resilient Strategic HR service.

Introduction

1. Strategic HR is one of the services which best contributes to organisational resilience by reporting direct to the Executive Director.
2. Since 2009, Waverley has had the benefit of Surrey County Council's Deputy Head of HR, Matthew Baker, acting as Waverley's Head of Strategic HR. Matthew Baker has successfully established a high quality Strategic HR service. In the last 18 months, Matthew Baker has worked on an as required basis for the Council.

3. Following a restructure of the Surrey County Council HR service, Matthew Baker, with immediate effect, has been appointed as Chief of Staff at Surrey Fire and Rescue in Reigate and is no longer available to work for the Council.
4. Within the HR function the part-time role of Head of Strategic HR, is supported by the Strategic HR Manager, Strategic HR Business Partner and Strategic HR Systems Analyst.
5. It is acknowledged that Waverley's Strategic HR Manager has, in day-to-day strategic and operational terms, been reporting direct to the Executive Director, successfully delivering the Strategic HR service. On occasion this has been supported with external professional support from South East Employers. South East Employers, to which Waverley belongs and pays a subscription, is one of 9 regional employer organisations representing the interests of councils and public sector bodies in England. It is a leading provider of high quality consultancy and advice in areas of employment law, complex employee relations issues, organisational change and training and development.
6. Recognising the progress of the Strategic HR function and the ability to buy in specialist HR advice as necessary it is proposed that a robust and resilient Strategic HR service can be maintained by reviewing the grading of the Strategic HR Manager, through the Council's job evaluation process, to reflect increased accountability for the service and retaining the services of South East Employers to support the Strategic HR service, as appropriate.

Current Structure



Proposed Structure



Recommendation

That the Executive recommends to Council that the post of Head of Strategic HR (part-time) be deleted from the establishment and that HR organisational resilience continues to be supported by the Strategic HR Team, with advice from an external HR specialist as required.

Background Papers

There are no background papers (as defined by Section 100D(5) of the Local Government Act 1972) relating to this report.

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