

Senior Officer Decision

Consultative meeting: Personnel Committee

Consultative meeting date: 2nd September 2021



Exempt from publication

No

Title: Review of EDDC Management Structure and workforce/HR priorities

Links to:


- (i) **Officer report to consultative meeting**
[Personnel Committee Agenda](#)
- (ii) **Recording of consultative meeting**
[YouTube recording](#)
- (iii) **Minutes of consultative meeting**
[Personnel Committee Minutes](#)

Recommendation:

1. To prioritise an independent review of the pay and grading structure and rates of pay to ensure that the Council achieves its vision and values to seek continuous improvement and to recognise the pressure on resources, alongside its aspiration to be a median pay employer and to mitigate against current and significant recruitment and retention issues, with the independent review of the management structure then commissioned to be undertaken following this.
2. That external resources to undertake the review are sourced via a Central Professional Services Procurement Framework.
3. That the proposed written specification and evaluation criteria set out in the report be approved.
4. In order for the Council's commitment to transparency to be clearly demonstrated and to avoid 'behind the scenes' lobbying, that all correspondence from Councillors with the successful bidder will be disclosed to the Personnel Committee.
5. That the other HR priorities recommended in the report, which also aim to secure continuous improvement, enable the Council to adapt to new ways of working and mitigate against resource pressures and current workforce challenges.

Authority

Decision of Council on 26th July 2021 to delegate decision making to officers until 23.59 17th January 2022. [Minutes 26th July 2021 Council Meeting](#).

Officer Decision
Consultations: I was present at / have watched the recording of the consultative meeting which considered this item Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Detail any other consultations carried out: N/A
Other considerations: Do the legal and finance comments and equalities impact, climate change and risk assessments as detailed in the officer report remain the same. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If no, provide the updated assessment below;
Decision: I agree with the recommendation. Reasons for decision: Recommendation is based upon my report.
<div style="text-align: center;"></div> Signed Dated 6 September 2021 Senior Officer job title and name: Mark Williams, Chief Executive

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Website publication Date: