

**REPORT TO CORPORATE
ADULT SERVICES AND
SOCIAL INCLUSION
COMMITTEE**

1 NOVEMBER 2010

**REPORT OF HEAD OF HUMAN
RESOURCES**

EIT Task and Finish Review of Human Resources

1. Background

This report considers the options for efficiency, improvement and transformation savings within the Human Resources Service including Health and Safety. The scope of the review and the options for efficiency savings, were considered by this Committee on 26th October and 7th December 2010. The recommendations were approved by Cabinet at its meeting on 16th December 2010 who agreed the following recommendations.

1. To the deletion of all vacant posts and vacant hours within the Human Resources service on previously full time posts from the establishment.
2. To review the health and well being service including the back care programme
3. To continue to explore opportunities for raising additional income including a revised Service Level Agreement with Schools in relation to the provision of the Health and Safety service
4. To investigate the possibility of partnership working with Darlington Council

The report set out recommendations for a phased approach to delivering the changes required. If the additional income referred to above or the partnership working with Darlington Borough Council did not materialise, then members asked for a further report to consider how the additional savings would be achieved.

2. Detail

The baseline budget for the HR EIT Review is £1,409,000 and a target of 15% savings amounting to £210,000 is sought. The service already has an efficiency savings target in 11/12 of £112,000 and the proposals in this report will achieve that target as well delivering the EIT Review savings. Total savings of £322,000 are therefore required, equating to a total of 22.85%. The HR budget includes the cost of the occupational health service which is externally provided and the corporate training programme, including management development where courses are externally delivered. The remaining costs relate primarily to staffing which makes up 88.54% of the total budget.

3. Savings Achieved to Date

Phase 1 of the review has achieved savings of £207,445. This has been achieved through the deletion of vacant posts, 1 compulsory redundancy, a revision of the health and well being service and increased income from schools in relation to health and safety.

Discussions have also taken place with Darlington Borough Council to consider the possibility of partnership working. However, following the announcement of the retirement of the Head of Human Resources in Darlington in November, Darlington

has now entered into an agreement with Hartlepool Borough Council to second their Head of Human Resources for 18.5 hours a week, commencing on 1st November 2011. Consequently it was not considered appropriate to enter into a shared partnership agreement at this time.

A further review of Human Resources has therefore taken place in order to achieve the additional savings of £114,555. Over the last few months the following vacancies have arisen: The Organisational Development Manager and 3 Senior Human Resources Business Partners, one in the Training and Development Team, one in the Policy Team and one in the Schools Team. Consultation is currently ongoing to finalise the establishment which will be achieved within the new budget threshold of £1,087,000.

It should be noted that the current Head of Human Resources has also announced her wish to retire next year and this may release additional savings. The detailed arrangements for filling this post will be considered by Cabinet, alongside the arrangements for filling the vacant post of Head of Communications outside this review.

4. Conclusions and Recommendations

The purpose of this report is to set out the final outcome of the EIT Review of Human Resources and the method by which the required savings have been achieved. Members are asked to consider the information and evidence provided.

Name of Contact Officer:	Julia Spittle
Post Title:	Head of Human Resources
Telephone No.	01642 527016
Email Address:	Julia.spittle@stockton.gov.uk