

Job families approach report

Purpose of the report

1. To outline the likely timescales for the implementation of the job family approach.

Background

2. At the Staffing Policy Committee meeting on 8 January it was agreed that a report outlining the next steps including timescales for implementation of the job family approach would be brought to the following Staffing Policy Committee meeting.

Main considerations

3. A paper is currently being prepared for the Corporate Leadership Team (CLT) which outlines the various options to be considered when implementing the job family approach. The key considerations will include:
 - Whether to restructure services in order to implement the job family approach or whether to implement job families into current structures.
 - What the options are for exploring how the pay and grading system could be amended.
 - What budget will be available to implement the job family approach.
 - What organisational structure design principles will be agreed.
 - What governance model for the project will be determined.
4. CLT will be asked to agree the approach and to confirm when the project will commence.
5. The timescales for implementation of this project are contained in appendix 1. This indicates that it is likely to take around 18 months for the project to be implemented which is in line with other local authorities who have introduced the job family approach.

Environmental Impact of the Proposal

6. None.

Equalities Impact of the Proposal

7. An equalities impact assessment will be carried out at the start of the project once the approach is confirmed.

Risk Assessment

8. None

Options Considered

9. None.

Recommendation

10. It is recommended that Staffing Policy Committee note that once CLT have agreed the approach and start date, the project will take around 18 months to complete.

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The following unpublished documents have been relied on in the preparation of this Report: None