

Partnership Staffing Update

1. INTRODUCTION

1.1 This paper provides the Performance and Audit Committee with an update on the organisational structure of staffing at SEStran.

2. Background

2.1 The organisational structure of SEStran was subject to a report to Committee in September 2016 and subsequently to the Board in the same month. There have been further developments in staffing over the last 4-5 months and it was deemed appropriate to report back to Committee and Board. An updated Organisational Structure for February 2017 is attached as an Appendix.

2.2 Members should also be aware that since the last meeting, the employment of Coachline Ltd as consultants to Sestrans and our provision of Administrative Services concluded on 30 November as advised to the last meeting of the Committee. There has also been a retirement of the previous postholder of SEStran Communications Officer and it is proposed that this post is deleted from the staff roster. It would then be possible to focus this capacity on delivering other outcomes in the new financial year, with the potential to revisit the proposed post of Head of Policy, Planning and Partnerships (PPP) or other posts to support projects. Albeit at present this the Head of PPP is not featured on the structure diagram attached. The capacity made available by the retirement of two permanent employees in 2016/17 has enabled the Partnership Director to move to secure 2 fixed term employees on permanent contracts.

2.3 The Job Evaluation process is continuing with grading being carried out by colleagues at Falkirk Council. The aim is to complete the process before the end of April, to allow reporting to inform our actions in the SEStran Equality Outcomes for 2017-2021. The process has raised some issues of re-grading which have been initially addressed in year ahead of an agreement of a final SEStran grading structure in early 2017/18. The annual increment is also proposed to be moved in line with other public sector bodies and be payable to from 1 April for eligible employees.

2.4 As advised in previous Equality Outcomes 2017-2021 reports, we have worked with Equate Scotland¹ to recruit a Student placement opportunity and will interview applicants on 10 March for a 12 week placement over Summer 2017.

2.5 Members should also be aware that we have employed a Marketing professional in January 2017 to seek further opportunities for siting of RTPI TV Screens. This is a temporary appointment via an agency, following the submission of no bids from a tender process carried out in Autumn 2016.

The current timescale is that it will be an appointment until the end of the financial year, subject to potential extension depending upon results and future resources available.

- 2.6 The Committee should also note in line with the Equality Outcomes and other policies, we have applied to the Department for Work and Pensions to be become a Disability Confident [committed] employer. Further details are available at: <https://www.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions>

3. CONCLUSION/RECOMMENDATIONS

- 3.1 The Committee is asked to note the update provided.

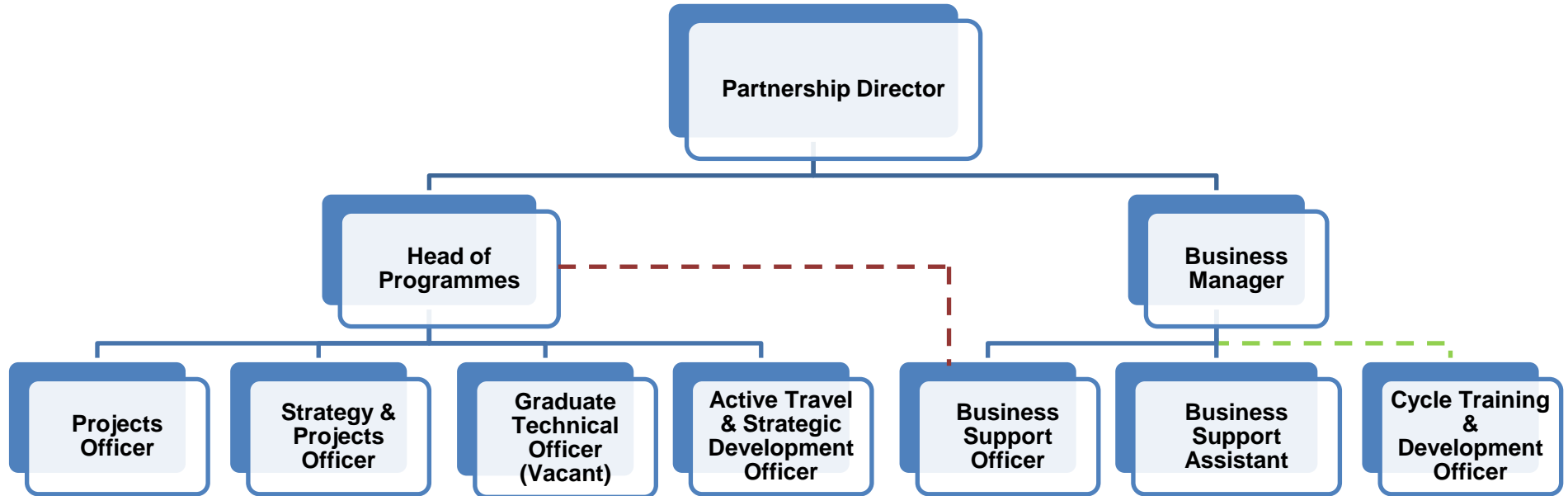
George Eckton
Partnership Director
 10th February 2017

Appendix – SEStran Organisation Chart February 2017

Policy Implications	None
Financial Implications	Salary/increment changes are contained within the current budget and the savings identified in year.
Race Equalities Implications	None
Gender Equalities Implications	None
Disability Equalities Implications	Disability Confident scheme seeks to work with employers to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.
Climate Change Implications	None

ⁱ <http://www.equatescotland.org.uk/projects/careerwise/2017-placements/>

SEStran Organisational Chart 2017



Support Provision - - -

External - - -