

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	7 May 2008
Report by:	Executive Director (Corporate Resources)

Subject:	Staffing Arrangements - Corporate Learning and Development Centre, Atholl House, East Kilbride
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline proposals to make permanent the existing temporary staffing arrangements at the Learning and Development Centre at Atholl House, East Kilbride.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the 3 temporary secondees to the Learning and Development Centre at Atholl House be made permanent at a cost of £102,753 which will be met from existing budgets.

3. Background

3.1. Employee learning and development is an important part of the Council's commitment to the workforce. Through appropriate learning and development opportunities employees acquire the skills, knowledge and behaviours needed to carry out services to a high standard.

3.2. The Council's Learning and Development function is based in Atholl House, East Kilbride.

3.3. The focus of this learning and development activity is the provision of structured, accredited supervisory and management training for all levels of employees throughout the Council.

4. Current Position

4.1. Currently learning and development courses are delivered by an in-house team of 3 permanent officers and 3 seconded officers. The seconded staff are employees of the Council or South Lanarkshire Leisure Trust and have been seconded to the Learning and Development Centre on a temporary basis for the last 2 years.

4.2. During this time the volume of training has increased from 18 to 42 programmes per year. In 2007, a total of 747 courses were attended by 10,402 employees from all Resources and Services throughout the Council.

- 4.3. The volume of training demand is likely to continue for the foreseeable future and the Council's learning and development commitment is recognised as a key strength in our people strategy. This is illustrated by our continued meeting of Investors In People standards.

5. Proposal

- 5.1. It is proposed that, in order to ensure continuity of learning and development provision, the temporary secondees are made permanent with immediate effect.

6. Employee Implications

- 6.1. The employees implications are as noted below:-

Designations	Grades	No of Posts	Salary Range (including oncosts)
Personnel Officers	G3 (Level 1–8)	2	£25,188-£41,773
Personnel Assistant	G2 (Level 1-4)	1	£18,890-£29,667

7. Financial Implications

- 7.1. This will be met from existing resources.

8. Other Implications

- 8.1. None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend any changes to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2. Consultation has taken place with appropriate Resources and South Lanarkshire Leisure Trust.

Robert McIlwain
Executive Director (Corporate Resources)

24 April 2008

Link(s) to Council Objectives

- ◆ Increase involvement in lifelong learning
- ◆ Support the local community by providing the right conditions for growth, improving skills and employability

Previous References

- ◆ None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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