

**APPENDIX 3**Financial Implications

The 2020/21 employees budget includes £22,150 for the HR Apprentice (C114) post at Grade 2 including pay and employers' national insurance and superannuation costs and assuming a pay award of 2.0% from April 2020. While the grade for the new HR Officer post would be set in accordance with the Council's Job Evaluation (JE) process, a grade of 7 or 8 for this post is anticipated. If the new HR Officer post were to be at Grade 7 then, based upon the factors outlined above, the budget for this post would be £30,700 at the bottom of the grade (SCP 31) rising to £32,650 at the top of the grade (SCP 34).

If the new HR Officer post were to be at Grade 8 then, again using the factors outlined above, the budget for this post would be £33,550 at the bottom of the grade (SCP 36) rising to £35,550 at the top of the grade (SCP 39).

Should the proposal be agreed then the additional costs would require a corresponding adjustment to the employee saving target (presently £300,000) within the 2020/21 budget. The impact in the current year would be reduced should the start date for the new arrangements be after April 2020 but the full impact upon future years will be as set out above. This impact would be further increased should the agreed pay award from April 2020 be greater than the 2.0% assumed in the 2020/21 budget.

Union Comments

Both Unite and Unison fully support the proposal of the Apprentice post into a full time HR Officer post.

The creation of this post would be in line with the proposed Organisational Development Strategy and would demonstrate the Council's commitment to succession planning and investing in our Apprentices.

We would expect a thorough job description to be attached to the role and be presented to a job evaluation panel in order for the position to be scored and the correct pay grade to be awarded.