

HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

CENTRAL HR

**DIRECTORATE
TEAMS**

ORGANISATIONAL DEVELOPMENT

- Corporate HR Strategy
- HR Planning
- WCC Workforce Planning
- Improvement Projects
- External consultancy
- HR Info Systems
- People Performance Reporting

PEOPLE DEVELOPMENT & WELLBEING

- People Devpt. Strategy
- Senior manager development
- Corporate training strategy & delivery
- Social Care training strategy & delivery
- OH&S strategy
- OH&S services
- Equalities

RECRUITMENT & REWARD

- Recruitment strategy & service delivery
- Pay and Reward strategy
- Organisation & grading
- Central HR Admin & budget
- Pensions (employer-led)

POLICY & EMPLOYEE RELATIONS

- Corporate Policy framework
- HR Procedures
- Employee/TU relations
- HR Customer Surveys
- Support to HR Operational teams

HR PARTNER CONTRACTS

- District Councils
- Other shared services

OPERATIONAL SUPPORT TEAMS (x3)

Children's Services

Adult and Community Services

Corporate Services, Financial Services, Environmental Services and Planning, Economy & Performance