

Decision under Delegated Powers

Officer making the Recommendation:

Helen Gretton; Head of Transformation, Strategy and Performance

Officer making the Decision:

Rob Mitchell; Chief Executive

Recommendation:

1. That a new full-time post be created. This post will be a selected officer from the Local Government Association (LGA) National Graduate Development Programme (NGDP).

The job title will be National Graduate Development Programme Officer, and sits within Grade E within the Charnwood Pay structure.

The reporting manager will be Helen Gretton; Head of Transformation, Strategy and Performance. The post is fixed term for 2 years, the postholder will commence employment from 16th September 2024 until 20th September 2026. The post is for 37 hours/week.

The role will initially be paid at scp 20 which equates to £30,296 – normal pay increments will apply. Cost centre A200 applies.

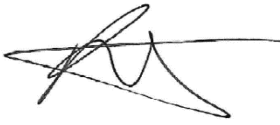
Reasons:

To engage with the national programme established and promoted by the Local Government Association to meet our internal issues around recruitment and retention.

Authority for Decision:

Under Section 8 of Constitution the Head of Paid Service (Chief Executive) has delegated authority to agree changes to the establishment, within budget and without major operational disruption or interruption or services or involving a change from direct to indirect provision or vice versa or other policy implications.

Decision and Date:



13 August 2024

Background

The National Graduate Development Programme (also known as the NGDP) is the LGA's flagship management trainee programme and is the only national graduate programme specifically designed for local government.

It offers councils a unique opportunity to grow their own leaders of the future.

Every year, the NGDP provides the sector with high-quality graduates ready to work on strategic projects that contribute to the delivery of council's goals. The NGDP acts as an opportunity for talented graduates to fast-track their local government career and gives councils the opportunity to nurture and develop their own talent.

By signing up to the NGDP, councils can access a pool of talented, dedicated graduates to help solve local issues and deliver the vital services on which residents rely.

Councils are able to choose and employ suitable graduates, who will then undertake a minimum of three placements in different areas across the council. Graduates, who are available to be picked, have gone through a rigorous assessment process, ensuring councils get access to only the best candidates.

Alongside employment, the LGA provides a prestigious complementary learning and development offer to help graduates implement their learning while working on real projects.

At the end of the two-year programme, those taking part will have developed a range of skills across a variety of services and will be ready to tackle any challenge.

Charnwood Borough Council are keen to engage with the programme to bring new talent into the organisation and will provide a comprehensive engagement programme which suits the successful candidate and the Council.

Comments from Human Resources:

HR Adviser: Anna Cairns (7/8/24)

The candidate has been selected through the LGA and a Charnwood shortlisting process. Normal appointment process to be followed – Fixed Term Contract to include an end date.

Financial implications:

Based on a salary of £30,296 and applying on-costs of 40%, the annual cost to the Council will be in the order of £43,000.

No budget exists for this post in 2024/25 so funding in this financial year (approximately £25,000 for September 2024 – March 2025) will be sourced from the Reinvestment Reserve.

The budget for subsequent years will be dealt with as a service pressure within the usual budget setting process.

Risk Management

No specific risks have been identified with this report.

Key decision

No.

Background papers

Not applicable.