HR Structure										
	Objective	Owner	Key contributors	Completion date	Resource issues	Communication issues	Risks	Review date (s)	Period Activity	Status
bjective	Implement new HR structure	P.Short	HR team, SMT, Group/Area Managers	30/04/2007		Keep all key contributors,	Final structure does not meet requirements, aspirations of all concerned this to be minimised and mitigated via full invovement and consultation	date (s) Weekly	Initial discussion with all staff, informal discussions with TU, presentation from PwC, feedback sought from key stakholders. Draft structure produced and further discussions held with relevant Individuals and groups. Process matrix to completion drafted	
ub objective	Formulate structure, using model set out in PwC report as starting point	P.Short	HR team, F.Swann	22/02/2007		Keep all key contributors, Stakeholders and TU updated on process				Completed
ub objective	Identify and action approval process	P.Short	F.Swann, SMT, CFA	Mid April					Report drafted and circulated to SMT for action. Identified HR sub committee meeting 4th April as next stage in approval process	Completed
Milestone	Collate views on potential structure	P.Short	HR team, SMT, Group/Area Managers	08/02/2007		Share collated views with all concerned				Completed
filestone	PwC meeting re rationale of report structure	P.Short	HR Team, F.Swann, S.Pugh	08/02/2007						Completed
Sub objective	Carry out appropriate consultation and secure agreement	P.Short	TU/HR team SMT	End April						N/A at present
Sub objective	Define roles responsibilities and clear accountabilities and cross functional/corporate responsibilities (to include Station Managers with HR responsibilities and Senior HR Officer roles. Also to include informal and formal communication processes)	P.Short	HR Team	End April			Differing views on these elements - this to be minimised and mtigated via full invovement and consultation		3rd meeting with Safety Services to discuss structure and joint working arrangements held 20/3 - further meeting planned for w/o 5/4	
sub objective	Identify expectations from and interactions with other Departments within the Service of what is expected of the HR function and also what is expected from those Departments	P.Short	HR team Group/Area Managers	End April			Differing views on these elements - this to re minimised and mitgated via full invovement and consultation		2nd meeting with Safety Services to discuss structure and joint working arrangements held 7/3 - further meeting planned for 20/3	
Sub objective	Appointment to roles	P.Short	HR team/TU	End April			Appointments may not meet expectations and aspirations of all inidividuals - this to be minised and mitigated via full invovement and consultation			N/A at present
Sub objective	Formulate process for ongoing review of structure, in relation to efficiency and effectiveness	P.Short	HR Team, F.Swann	Mid May						N/A at present