

City Mental Health Support Teams x2 for children and young people in education

Management are proposing to create 2 new teams to undertake this work. Job post creation for the various roles within the team will be subject to the job evaluation process. Once complete, management will need to liaise with HR to create the appropriate team structures within the oracle system.

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment consideration. Management should be aware that the selected postholder(s) should commence on a starting salary of Level One within the respective grade, unless the appointed colleague(s) is already in employment at the Council and on Level 2 of the same grade, in which case the employee(s) would be matched over at the rate of pay they currently receive. There will need to be a support and development plan for the new postholder(s) once appointed in line with managing performance. As the posts are temporary upto 2021, an appropriate exit strategy must be in place in order to terminate the contracts in line with NCC guidance in the event that the posts cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee(s) and give appropriate notice. Advice provided by Aadil Bhatti (HR Consultant) on 22/08/2019.