



Item No.	10.1
REPORT TITLE	Capability Framework – Phase 2 Organisational Change
AUTHOR	Kristine Smith
ATTACHMENTS	Everyone Proposal

PURPOSE

Council to support the development of a Capability Framework to review, transfer and/or promote staff to supervisory positions. This include Coordinators and Team leaders.

REPORT

- In May 2022 Council approved progressing with the establishment of a new organisational structure.
- CEO obtained three (3) quotes to assist with the recruitment and appointment of Management position.
- Everyone Workforce was viewed as the recruitment agency that best demonstrated value for money.
- The recruitment for management positions is still ongoing with the Community Services, Strategic Governance and Infrastructure & Utilities Manager/s.
- The Organisation Change Plan is due to end in June 2024.
- The next phase is strengthening our middle management by ensure the Coordinators and Team Leaders have the capability to fuifill their roles.
- The development of a Capability Framework will require review of position descriptions, discussing with staff their skill development needs in their roles to do the job well.
- Working with managers to transfer and/or promote existing staff to newly created positions in the organisation structure.

RISK MANAGEMENT IMPLICATIONS

- Continuing the relationship with Everywhen Workforce will assist in meeting the deadline of 30th June

POLICY IMPLICATIONS

- Organisational Change Management Plan is the guiding document to manage the transfer of existing staff. HR Policy is enacted for long term vacant positions.

LEGISLATIVE & OTHER REGULATORY REQUIREMENTS

- Queensland Industrial Regulations

BUDGET, FINANCIAL AND RESOURCE IMPLICATIONS

- Cost relating to this activity is budget through recruitment and Reallocation.
- Original quote was for \$65,000

- WASC has been invoiced for \$15,000.

CONSULTATION

- Nil

RECOMMENDATION

That Council:

Council to support the development of a Capability Framework as part of phase 2 of the Organisational Change process.