

WYFRA	PERSONNEL AND TRAINING COMMITTEE	28 SEPTEMBER 2007	ITEM NO
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REPORT OF: Director of Corporate Resources

PURPOSE OF REPORT: To fill a vacancy within the Data Team through the employment of a year three degree student from a local University for a period of one year.

RECOMMENDATION: Members agree to fill the existing vacancy through use of University work placements.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY: None

ACCESS CONTACT OFFICER: Darren Stone
Temp Head of Information and Communications Systems

**BACKGROUND PAPERS
OPEN TO INSPECTION:** None

1 BACKGROUND

The Authority recently approved the restructure of Corporate Resources to incorporate the newly formed Data Team. The revised structure includes posts which are currently vacant within the Business Intelligence section of the team these are two Graphical Information Systems (GIS) Analysts Grade 7.

These posts are to play a key part in implementing the recommendations of the data review carried out by Deloitte Touche in particular the consolidation of address data utilised by various Authority databases.

One of the posts is currently being filled as a full time permanent employee using standard recruitment procedures.

Following a successful trial of a workplacement student within the IT Unit it would be beneficial to fill the second vacancy in the same manner.

Enquiries to local universities have identified a number of potentially suitable candidates who will be seeking placements in October as part of their degree courses.

Utilisation of work placements would provide an ideal opportunity for the Authority in terms of assessing the workload associated with consolidation of address data and other associated data projects. It would also provide an excellent development opportunity for the individuals who are studying in this area.

The Authority would also benefit from forging further links with Universities within the West Yorkshire Community.

2 FINANCIAL IMPLICATIONS

It is proposed to employ the placement from existing revenue, the vacant GIS Analyst post holder was paid Grade 6 Spinal point 23 £18,993 as a result of market forces protection.

Proposed payment to the individual would be made at the bottom point of Grade 2 £13,854

3 EQUALITIES AND FAIRNESS IMPLICATIONS

The work placement candidate should be selected in line with the Equality and Fairness Policy guidelines .

4 CONCLUSIONS

A full development programme would be put in place for the student working under the guidance from their University to make this a useful opportunity for all parties.

Overall, the use of work placements provides an ideal opportunity to quickly and cost effectively progress the critical addressing issues identified with Authority data.