

New Expenditure Proposals for the Medium Term Financial Strategy



South
Cambridgeshire
District Council

1. Service: HR

2. Submitted by:
Deborah Pearson

3. Brief Description of the proposal: National Graduate Programme.

To participate in the National Graduate Development Programme (to become the National Management Trainee Programme). The Programme is run at a national level. A pool of graduates is selected by the Employers Organisation, and this authority would select one graduate to work at SCDC on a 2 year fixed term contract. During this time, the graduate would be required to work within the following areas :

- Strategy
- Front line
- Support services

The Trainee would provide support to managers and carry out specific project work, whilst undertaking a national qualification (Postgraduate Diploma in Local Government Management). The scheme allows the Trainee to make proactive contributions to the Council and enables the Trainee to cultivate the key qualities needed for a future career in local government.

The bid for the Trainee would be made in partnership with Cambridge City Council.

4. Costs (£000s)

Detail	2004/05	2005/06	2006/07	2007/8
		15	15	
Total Costs:		15	15	

5. Reason for bid:

<input type="checkbox"/>
<input checked="" type="checkbox"/>

Inescapable

Related to one or more of the three priorities

6. Policy Justification:

This scheme will assist the Council in delivering its 3 priorities by providing additional capacity to support managers. In particular, the Trainee could support work to meet the Council priorities for improvement (prioritisation, performance management and future planning) identified as weaknesses in the CPA Review – and could also contribute to the implementation of the Community Strategy.

The Scheme will also help to improve customer services as a requirement of the Programme is for the Trainee to work on the front line commitment to participate in this Programme is contained in the HR Strategy.

7. Benefit for service users/public:

The Programme will provide valuable extra resource to support managers in key areas. The authority will benefit from the knowledge the Trainee brings through participating in the postgraduate qualification. The Programme will allow the authority to develop leadership capacity across a number of areas and contribute towards succession planning.

--

8. Impact on Performance Indicators:

This initiative will provide additional resource to help the Council meet its Performance Indicators.

Performance Indicator		Estimated performance in 2004/2005	Estimated improved performance in 2005/2006
#	Description		

9. Implications if not approved:

Reduced capacity to support managers to deliver the Council's corporate priorities.