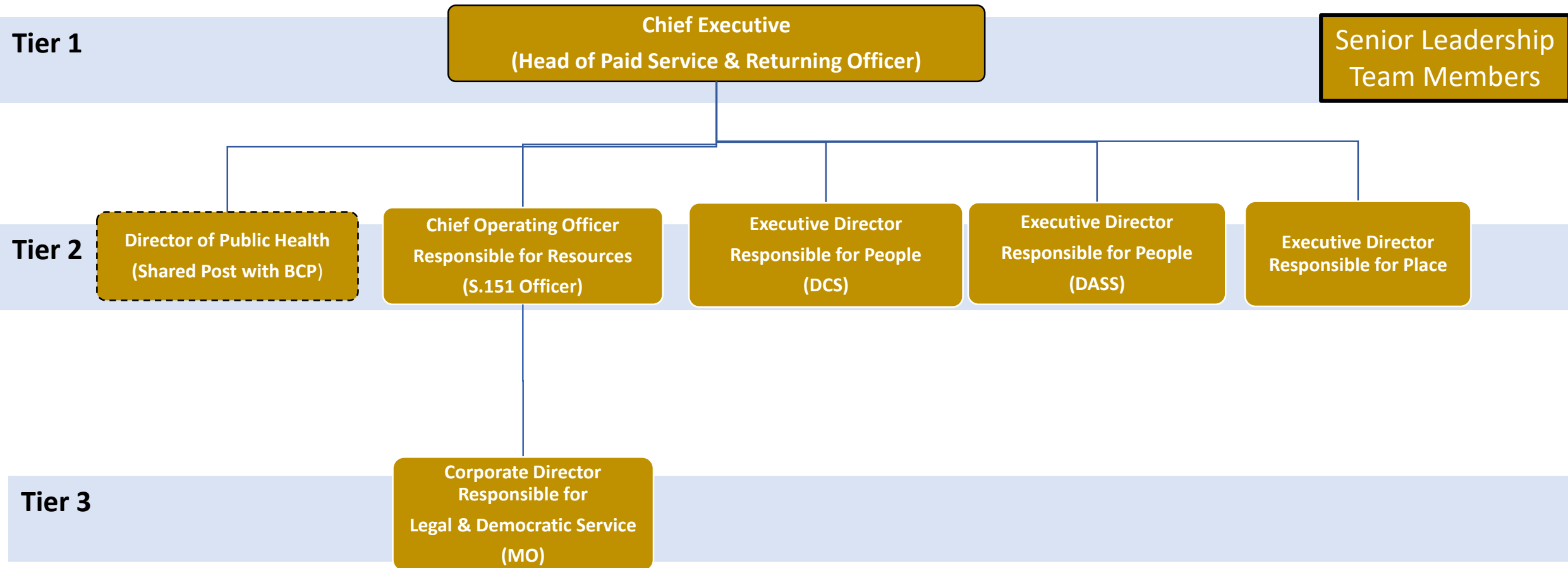


# Proposed Structure Chart

## Posts to be filled with immediate effect



# Timeframe for filling roles

| Key Milestones   | When                     |
|--|--------------------------|
| Engagement with stakeholders to design new structure Proposals                               | By 7 September ✓         |
| Develop role profiles  | By 7 September ✓         |
| Finalise recommendations for grading and salaries at Tier 2                                  | By 7 September ✓         |
| Papers issued for SEC  | 11 September ✓           |
| <b>Sign-off of structure, role profiles and salary ranges with Shadow Executive</b>          | 17 September             |
| Start procurement process for recruitment partner  | 18 September             |
| Staff engagement process   | 11 September – 3 October |
| <b>Agreement of final proposals with the Leader &amp; Lead Member for HR &amp; Workforce</b> | <b>10 October</b>        |
| <b>Go Live with recruitment process</b>  | w/c 15 October           |
| <b>Recruitment process closes</b>  | 5 November               |
| Selection Centre process   | Mid to end November      |
| <b>Appointments confirmed by Shadow Appointments Committee</b>                               | End November             |
| <b>Shadow Council to agree recommendations for Statutory Posts (except MO)</b>               | 3 December               |
| <b>Tier 2 - Successful appointees start (will depend whether internal or external)</b>       | January - March          |
| <b>MO Selection</b>  | 10-14 December           |
| <b>Shadow Council to agree recommendation for MO appointment</b>                             | January (tbc)            |